



RESPONSE OF

CHASAN LAMPARELLO
MALLON & CAPPUZZO

TO

THE BOROUGH OF ROSELLE PARK

REQUEST FOR PROPOSALS

LABOR ATTORNEY

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 - Thomas R. Kobin, Esq., Partner**
 - Joseph A. Garcia, Esq., Partner**
 - Raymond J. Seigler, Esq., Partner**
 - Joseph DeMarco, Esq., Partner**
 - Mollie F. Hartman Lustig, Esq., Associate**
 - Joseph E. Santanasto, Esq., Associate**

1. QUALIFICATION STATEMENT

Chasan Lamparello Mallon & Cappuzzo, PC ("CLMC" or the "Firm") is pleased to submit this response to the Request for Proposals ("RFP") published by the Borough of Roselle Park (the "Borough") for **Labor Attorney**.

The Firm represents numerous municipalities as Labor Counsel, including the Boroughs of Bergenfield, Dumont, Fair Lawn, New Milford, Northvale, and Ridgefield, the Townships of Saddle Brook and Teaneck, and the City of Hackensack. CLMC boasts a breadth and depth of experienced attorneys who devote a significant portion of their practice to successfully representing the interests of public entity clients in complex and challenging matters, making the Firm distinctively qualified to represent the Borough in this engagement.

CLMC currently employs 50 licensed attorneys, comprised of 26 Partners, 4 Counsel (Arthur N. D'Italia, a past Assignment Judge for Hudson County, and a former partner of the Firm, Thomas P. Olivieri, the former Presiding Judge of the Chancery Division, General Equity, of the Superior Court for Hudson County; Robert M. Czech, former Civil Service Commissioner of New Jersey, and Joel A. Leyner, a founding member of the Firm), 6 Attorneys Of Counsel, and 14 Associates. We employ a support staff of 39 employees, including paralegals, law clerks and legal assistants.

Recently, CLMC was honored to receive a Tier 1 ranking in the 2019 Edition of *U.S. News – Best Lawyers* "Best Law Firms." The Firm received Tier 1 distinctions in the areas of Commercial Litigation, Employment Law—Management, Labor Law—Management, Litigation—Labor & Employment, and Litigation—Municipal. Recognition was determined through an evaluation of the Firm clients, peer review from attorneys in the same practice areas and information provided as part of the formal submission process. The achievement of this ranking in Best Law Firms is, in the words of the publishers, a "special distinction that signals a unique combination of excellence and breadth of expertise."

The legal issues encountered by public entities are myriad and varied, spanning the entire spectrum of civil law. CLMC is not only equipped to handle each facet of the law, but is cognizant that the legal services it provides to public entities must be zealous and robust, judiciously and efficiently employed for the benefit of the taxpayers, and sensitive to a client's political and economic environment.

CLMC applies these principles through its comprehensive representation of public entities, from providing advice and counsel, to pre-litigation advocacy, to litigation at state and federal trial and appellate court levels and before administrative tribunals. The Firm also has extensive experience in representing public entities in all areas of the rapidly changing labor and employment law fields, and in the areas of property redevelopment, planning and real estate transactions involving public entities. Our attorneys have expertise in all phases of public bidding, including preparing bid

documents, contract award and administration, and litigating and resolving bidding disputes.

To keep our clients informed of current law and best practices, we offer training and seminars on topics including equal opportunity employment, discrimination, and sexual harassment. The Firm also provides expert counsel on ensuring compliance with essential statutes and regulations, including the Open Public Meetings Act, the Open Public Records Act, the Local Budget Law, the Local Fiscal Affairs Law, the Local Authorities Fiscal Affairs Law, the Local Redevelopment and Housing Law, the Tort Claims Act, environmental laws and regulations, and all aspects of Titles 40 and 40A of the New Jersey statutes.

General Litigation. A substantial portion of the Firm's practice is devoted to general litigation. Anchored by seasoned attorneys designated by the New Jersey Supreme Court as Certified Civil and Certified Criminal Trial Attorneys, the CLMC litigation department is known for its efficiency, economy and ardent representation of its individual, organizational, regulatory and governmental clients. With more than sixty years of trial and appellate experience before the federal and state courts, as well as before regulatory and administrative agencies, our attorneys provide diversified representation across a broad range of practice areas, from routine personal injury/tort claim matters to complex commercial and environmental litigation.

Labor. In our labor law practice, we critically analyze collective bargaining agreements to assess their potential to operationally or financially impede management, and formulate strategies for clients to use during negotiations, while setting a foundation for future negotiations. We also stay current on all of the new pension and health care laws, and account for their impact on negotiations.

For disputes that cannot be resolved through negotiation, CLMC capably and vigorously represents its clients in mediation, fact finding, and binding interest arbitration, where we have attained ground breaking decisions for public entity employers. We are also experienced in litigating scope petitions before the Public Employment Relations Commission ("PERS") when issues arise during negotiations regarding the negotiability of issues.

We counsel clients on preventive measures that can help avert disruptive labor disputes and expensive litigation, such as the proper handling of disciplinary issues. We develop strategies and guide clients in proper documentation, evaluation and progressive discipline to help avoid these costs, and conduct customized training and seminars for clients to reinforce these measures. We also advise clients on how to plan for and implement reductions in force.

Finally, our attorneys have extensive experience in the defense and representation of public entity clients with respect to unfair labor practice charges, contractual grievances and arbitrations, and matters before United States Equal Employment Opportunity Commission, the New Jersey Division of Civil Rights, the New Jersey Public Employees

Relations Commission, the New Jersey Civil Service Commission (including eligibility, testing, appointment, promotions, appeals, layoffs and disciplinary matters), and with respect to Public Employees Occupational Safety and Health Act (PEOSHA) complaints filed in the Department of Health and Senior Services.

Thomas R. Kobin, Esq., Chair of the Firm's Labor Law Department, prevailed before the New Jersey Supreme Court in a groundbreaking employment law decision involving New Jersey's whistleblower statute ("CEPA") and the First Amendment. In this complicated case, the Court set forth new standards controlling a party's ability to litigate its employment disputes before separate tribunals. In Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012), the Supreme Court barred plaintiff's lawsuit based on the New Jersey Civil Service Commission's decisions, which had implicitly rejected plaintiff's retaliation arguments.

Employment Litigation. CLMC's experienced litigators possess an in-depth knowledge and understanding of this rapidly changing field of law. We frequently handle matters involving the New Jersey Law Against Discrimination ("LAD"), the Conscientious Employee Protection Act ("CEPA"), the federal employment discrimination law ("Title VII"), the Americans with Disabilities Act ("ADA"), the Federal Medical and Family Leave Act ("FMLA"), the New Jersey Family Leave Act ("FLA"), and a variety of constitutional claims. We have successfully defended cases involving claims of hostile work environment, retaliation, whistleblowing, sexual harassment, race discrimination, national origin discrimination, pregnancy discrimination, disability/handicap discrimination, and freedom of speech.

Our efforts in evaluating and protecting clients from employee-related lawsuits and strategizing, where necessary, to determine the most effective way to resolve disputes has earned CLMC a reputation as a leader in the field of employment law. Our extensive litigation background has enabled us to achieve prompt, successful, and cost-effective results in pre-trial mediations and arbitrations.

Due to the constant flux and evolution of employment law, we emphasize the importance of training and education for all management clients. Our attorneys routinely create, review and revise employment and anti-harassment policies, manuals, and handbooks. We also perform investigations and provide seminars and training to supervisors and staff, including anti-discrimination and anti-harassment training. Clients who have benefited from such training include the County of Bergen, the City of Jersey City, the New Jersey State Bar Association, North Hudson Regional Fire and Rescue, and the Passaic Valley Sewerage Commissioners. In fact, the Firm's Managing Partner, Ralph J. Lamparello, Esq., and the Chair of the Firm's Employment Group, John L. Shahdanian II, Esq., served as lead counsel in the New Jersey Supreme Court's seminal decision, Gaines v. Bellino, 173 N.J. 301 (2002), which set the standards and obligations for employers under the LAD. The Firm's attorneys are also frequent lecturers at employment law seminars attended by other attorneys and professionals.

As attorneys with broad experience before trial and appellate courts, we appreciate the importance – from the outset of the representation – of understanding the client’s problem, of counseling to avoid litigation if possible, and of considering economical alternatives to litigation such as arbitration and mediation. As attorneys who regularly try cases to decision, we recognize that successful representation requires strategic planning, attention to detail, efficiency and economy and the enduring commitment to achieve the best result possible for our client.

Reported Decisions: CLMC is credited with numerous reported decisions from the New Jersey Supreme Court, the New Jersey Superior Court, Appellate Division, and the United States District Court for the District of New Jersey. A partial list of these decisions and their citations are as follows:

- State v. Saavedra, 222 N.J. 39 (2015), 127 Fair Empl. Prac. Cas. (BNA) 733.
- Maddox v. City of Newark, 50 F. Supp. 3d 606, 124 Fair Empl. Prac. Cas. (BNA) 1116 (D.N.J. 2014).
- Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012);
- Massachi v. City of Newark Police Department, 415 N.J. Super. 518 (App Div. 2010);
- Sierfeld v. Sierfeld, 414 N.J. Super. 85 (App. Div. 2010);
- CFG Health Systems, LLC v. County of Hudson, 413 N.J. Super. 306 (App. Div. 2010);
- North Jersey Media Group, Inc. v. Bergen County Prosecutor's Office, 405 N.J. Super. 386 (App.Div.2009);
- Redvanly v. Automated Data Processing, Inc., 407 N.J. Super. 395 (App. Div. 2009);
- Board of Education of the City of Clifton v. Zoning Board of Adjustment of the City of Clifton, 409 N.J. Super. 389 (App. Div. 2009);
- In the Matter of Michael G. Venezia, 191 N.J. 259 (2007);
- Hicks v. Hudson County Correctional Center, 101 Fair Empl. Prac. Cas. (BNA) 1075 (2007);
- Potente v. County of Hudson, et al., 185 N.J. 297 (2005);

- Visiting Homemaker Service of Hudson County v. Board of Chosen Freeholders of the County of Hudson, et al., 380 N.J. Super. 596 (App. Div. 2005);
- Greer v. Naklicki, 379 N.J. Super. 153 (App. Div. 2005), certif. denied, 185 N.J. 390 (2005);
- Kellam v. Feliciano, 376 N.J. Super. 580 (App. Div. 2005);
- Independent Realty Company v. Township of North Bergen, 376 N.J. Super. 295 (App. Div. 2005);
- Buono v. Scalia, 179 N.J. 131 (2004);
- Velez v. City of Jersey City, 358 N.J. Super. 224 (App. Div. 2003), certif. granted, 177 N.J. 224 (2003), aff'd on other grounds, 180 N.J. 284 (2004);
- American Marine Rail NJ, LLC. v. City of Bayonne; County of Hudson and Hudson County Improvement Authority, 289 F. Supp. 2d 569 (D.N.J. 2003);
- F.S. v. L.D., 362 N.J. Super. 161 (App. Div. 2003);
- Board of Chosen Freeholders of the County of Hudson v. County Executive of the County of Hudson, et al., 357 N.J. Super. 242 (App. Div. 2003);
- Gaines v. Bellino, 173 N.J. 301 (2002); and
- G.E. Capital Mortgage v. Privetera, et al., 346 N.J. Super. 424 (App. Div. 2002).

Based on the foregoing, the scope of services that we provide to our existing clients meets or exceeds the requirements in the Borough's RFP.

2. CONTACT INFORMATION

Key Contact Person:

Joseph DeMarco, Esq.
 Chasan Lamparello Mallon & Cappuzzo, PC
 300 Lighting Way, Suite 200
 Secaucus, New Jersey 07094
 (201) 809-6006
 Fax: (201) 348-6633
 Email: jdemarco@chasanlaw.com

Individual responsible for the preparation of the response:

Michael A. D'Anton, Esq., Ph.D.
Chasan Lamparello Mallon & Cappuzzo, PC
300 Lighting Way, Suite 200
Secaucus, New Jersey 07094
(201) 809-6036
Fax: (201) 348-6633
Email: mdanton@chasanlaw.com

3. BUSINESS DESCRIPTION

CLMC is a professional corporation.

(a) Principals/Members of the Firm:

1. Ralph J. Lamparello, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
2. Steven L. Menaker, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
3. Cindy Nan Vogelmann, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
4. John V. Mallon, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
5. Thomas R. Kobin, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
6. Robert A. Cappuzzo, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
7. John L. Shahdanian II, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.
8. Joseph A. Lagana, Esq., Chasan Lamparello Mallon & Cappuzzo, PC, 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094.

(b) The Firm's **SUBMISSION CHECKLIST** is annexed hereto as **Exhibit A**.

(c) The Firm's **SUBMISSION FORM / QUALIFICATION STATEMENT** is annexed hereto as **Exhibit B**.

- (d) The Firm's **STATEMENT OF OWNERSHIP DISCLOSURE** is annexed hereto as **Exhibit C**.
- (e) The Firm's **NON-COLLUSION AFFIDAVIT** is annexed hereto as **Exhibit D**.
- (f) Pursuant to N.J.S.A. 10:5-33, et seq., we agree to the terms of the mandatory affirmative action language as set forth in N.J.A.C. 17:27-1.1, et seq. We have been issued a **CERTIFICATE OF EMPLOYEE INFORMATION REPORT**, Certification No. 15710, by the State of New Jersey in satisfaction of our compliance, a copy of which is annexed hereto as **Exhibit E**. The Firm is in compliance with all applicable affirmative action requirements with respect to its business activities.
- (g) The **DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN FORM** is annexed hereto as **Exhibit F**.
- (h) The Firm's **INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM** is annexed hereto as **Exhibit G**.
- (i) The Firm's **CERTIFICATION REGARDING POLITICAL CONTRIBUTIONS** is annexed hereto as **Exhibit H**.
- (j) The Firm's State of New Jersey **BUSINESS REGISTRATION CERTIFICATE** is annexed hereto as **Exhibit I**.
- (k) The Firm's **W-9 FORM** is annexed hereto as **Exhibit J**.

4. EXPERIENCE AND REFERENCES IN THE FIELD

CLMC's six decades of experience and its sustained growth are attributable to its service, client satisfaction, and reputation. The following is a listing of governmental entities that we represent with the corresponding contact information for same:

GOVERNMENTAL APPOINTMENT

City of Bayonne
**Special Redevelopment
 Counsel** - 2018 to Present
Tax Appeal Counsel - 2016 to Present

Bayonne Board of Education
General Counsel - 2009 to Present

CONTACT INFORMATION

John F. Coffey II, Esq.
 Corporation Counsel
 630 Avenue C
 Bayonne, New Jersey 07002
 (201) 858-6091

Michael A. Wanko, Ph.D.
 Interim Superintendent of Schools
 669 Avenue A
 Bayonne, New Jersey 07002
 (201) 858-5800

County of Bergen
Special Counsel - 2003 to Present

Julien X. Neals, Esq.
County Counsel
One Bergen County Plaza
Hackensack, New Jersey 07601
(201) 336-6950

Bergen County Improvement Authority
General Counsel - 2018 to Present
2008 to 2011
Special Litigation Counsel - 2018 to Present
2011 to 2015
General Counsel (NMBC Issues) - 2018 to Present

Mauro Raguseo
Executive Director
One Bergen County Plaza
Hackensack, New Jersey 07601
(201) 336-6350

Bergen County Special Services School District
Special Counsel - 2016 to Present

John Susino
Business Administrator/Board Secretary
540 North Farview Avenue
Paramus, New Jersey 07652
(201) 343-6000

Bergen County Technical School District
Special Counsel - 2016 to Present

John Susino
Business Administrator/Board Secretary
540 North Farview Avenue
Paramus, New Jersey 07652
(201) 343-6000

Bergen County Utilities Authority
Outside Counsel - 2007 to Present

Robert E. Laux, Esq.
Executive Director
Bergen County Utilities Authority
P.O. Box 9, Mehrhof Road
Little Ferry, New Jersey 07643
(201) 641-2552

Borough of Bergenfield
Labor Counsel - 2013 to Present

Corey Gallo
Borough Administrator
Bergenfield Municipal Building
198 North Washington Avenue
Bergenfield, New Jersey 07621
(201) 387-4055

Township of Cranford
Tax Appeal Counsel - 2018 to Present

Terence Wall, MPA, RMC, QPA
Township Administrator
8 Springfield Avenue
Cranford, NJ 07016
(908) 709-7205

Borough of Dumont
Labor Counsel - 2010 to Present

Susan Connelly
Borough Clerk
Borough of Dumont
50 Washington Avenue
Dumont, New Jersey 07628
(201) 387-5060

East Rutherford Board of Education
Board Counsel - 1995 to Present

Richard Vartan
Board of Education President
Uhland and Grove Streets
East Rutherford, New Jersey 07073
(201) 206-0168

Borough of Elmwood Park
Special Counsel – COAH - 2015 to Present

John A. Conti Jr., Esq.
Board Attorney
182 Market Street
Elmwood Park, New Jersey 07407
(201) 796-1457

Borough of Emerson
Co-Labor Counsel - 2018 to Present

Robert S. Hoffman
Borough Administrator
1 Municipal Place
Emerson, NJ 07630
(201) 262-5077

Borough of Fair Lawn
Labor Attorney - 2018 to Present

Jim Van Kruiningen
Borough Hall
8-01 Fair Lawn Avenue
Fair Lawn, New Jersey 07410
(201) 794-5310

City of Hackensack
**Special Litigation
Counsel** - 2018 to Present
Labor Attorney - 2018 to Present
Special Counsel for Tax Appeals - 2018 to
Present

James A. Mangin
Chief Financial Officer
Department of Finance
65 Central Avenue
Hackensack, New Jersey 07601
(201) 646-3935

Hackensack Meadowlands Municipal Committee
General Counsel - 2015 to Present

Fred J. Dressel
Executive Director
1 DeKorte Park Plaza
Lyndhurst, NJ 07071
(201) 460-8986

Borough of Hillsdale
Special Counsel – Waste Management - 2018
to Present

Denise Kohan
Borough Clerk
380 Hillsdale Avenue
Hillsdale, NJ 07642
(201) 666-4800

County of Hudson
Special Counsel - 1996 to Present

Donato J. Battista, Esq.
County Counsel
Department of Law
Administration Building Annex
567 Pavonia Avenue
Jersey City, New Jersey 07306
(201) 795-6250

City of Jersey City
Special Counsel – 2015 to Present

Peter J. Baker, Esq.
Corporation Counsel
280 Grove Street
Jersey City, New Jersey 07302
(201) 547-5229

Jersey City Housing Authority
General Counsel - 2015 to Present

Marvin Walton
Executive Director
400 U.S. Highway #1
Jersey City, New Jersey 07306
(201) 706-4660

Jersey City Redevelopment Agency
Special Counsel - 2016 to Present

Diana H. Jeffrey
Acting Executive Director
66 York St.
Jersey City, New Jersey 07302
(201) 761-0821

City of Linden
Special Counsel - 2008 to Present

Jessica Sheehy
City Hall
301 North Wood Avenue
Linden, New Jersey 07036
(908) 874-8493

Township of Lyndhurst
Special Tax Appeal Counsel - 2017 to Present

Angela White
Township Clerk
253 Stuyvesant Avenue
Lyndhurst, NJ 07071
(201) 933-4576

County of Morris
Special Counsel – 2017 to Present

John A. Napolitano, Esq.
County Counsel
County of Morris
Post Office Box 900
Morristown, New Jersey 07963-0900

County of Middlesex
Workers Compensation Counsel – 2017 to Present

Thomas F. Kelso, Esq.
County Counsel
County Administration Building, 2nd Floor
75 Bayard Street
New Brunswick, New Jersey 08901
(732) 745-3228

City of Newark
Special Counsel - 2006 to Present

Kenyatta K. Stewart, Esq.
Corporation Counsel
920 Broad Street
Newark, New Jersey 07102
(973) 733-3780

New Jersey Intergovernmental Insurance Fund
Defense Counsel - 2018 to Present
2013 to 2014

Eric Nemeth, Esq.
Administrator
Polaris Galaxy Insurance, LLC
777 Terrace Avenue, Suite 309
Hasbrouck Heights, New Jersey 07604
(973) 539-2122

New Jersey Turnpike Authority
Special Workers' Compensation Counsel -
2018 to Present

Andrea E. Ward
Director of Procurement and Materials
One Turnpike Plaza
Woodbridge, New Jersey 07095
(732) 750-5300

Borough of New Milford
Labor Counsel - 2017 to Present
2013 to 2016

Christine Demiris, RMC, CMC
Administrator/Borough Clerk
930 River Road
New Milford, NJ 07646
(201) 967-7056

Township of North Bergen
General Counsel - 2014 to Present
Special Counsel - 1992 to 2014

Christopher J. Pianese
Town Administrator
Municipal Building
4233 Kennedy Boulevard
North Bergen, New Jersey 07047
(201) 392-2005

North Bergen Board of Education
Special Counsel - 2015 to Present

Steven Somick
Business Administrator
7317 Kennedy Blvd.
North Bergen, New Jersey 07047
(201) 295-2761

North Hudson Regional Fire & Rescue
General Counsel - 1998 to Present

Jeffrey C. Welz
Executive Director of Administration
11 Port Imperial Boulevard
West New York, New Jersey 07093
(201) 601-3542

Borough of Northvale
Borough Attorney - 2014 to Present
Labor Attorney - 2011 to Present
Board of Adjustment/Planning Board Attorney - 2013 to 2014

Honorable Stanley Piehler
Mayor
116 Paris Avenue
Northvale, New Jersey 07647
(201) 767-3330

Northwest Bergen County Utilities Authority
General Counsel - 2015 to Present

Howard Hurwitz
Executive Director
30 Wyckoff Avenue at Authority Drive
P.O. Box 225
Waldwick, New Jersey 07463
(201) 447-2660

Borough of Paramus
Zoning Board Attorney 2018 to Present
Tax Appeal Attorney 2018 to Present

Joseph D'Arco
Borough Administrator
1 West Jockish Square, Upper Level
Paramus, New Jersey 07652
(201) 265-2100

Borough of Park Ridge
Planning Board Attorney - 2012 to Present

Donald Schwamb
Chairperson
18 Fox Hollow
Park Ridge, New Jersey 07656
(201) 965-5570

Borough of Park Ridge
Board of Adjustment Attorney - 2012 to Present

Jake Flaherty
Chairperson
127 Sibbald Drive
Park Ridge, New Jersey 07656
(201) 391-5673

City of Passaic Special Counsel - 2010 to Present Special Tax Appeal Counsel - 2017 to Present	Rick Fernandez Business Administrator 330 Passaic Street Passaic, New Jersey 07055 (973) 365-5513
Passaic Valley Sewerage Commissioners Legal Counsel - 2000 to Present	Gregory A. Tramontozzi Executive Director 600 Wilson Avenue Newark, New Jersey 07105 (973) 466-2195
Passaic Valley Water Commission Special Labor Counsel for Investigations - 2018 to Present	Louis Amodio Administrative Secretary 1525 Main Avenue P.O. Box 230 Clifton, New Jersey 07011 (973) 340-4300
Borough of Ridgefield Labor Attorney - 2011 to Present	Honorable Anthony R. Suarez Mayor Ridgefield Borough Hall 604 Broad Avenue Ridgefield, New Jersey 07657 (201) 943-5215
Borough of Rutherford Special Tax Appeal Counsel - 2015 to Present	Robert J. Kakoleski Borough Administrator 176 Park Avenue Rutherford, NJ 07070 (201) 460-3004
Township of Saddle Brook Labor Counsel - 2015 to Present	Pete LoDico Township Clerk/Administrator Town Hall 93 Market Street Saddle Brook, NJ 07663 (201) 587-2900
Town of Secaucus Town Attorney - 2010 to 2016 Special Counsel - 1995 to Present Planning Board Attorney - 2001 to 2010 Labor Attorney - 2008 to 2010	Honorable Michael Gonnelli Mayor Municipal Government Center Secaucus, New Jersey 07094 (201) 330-2005

South Bergen Municipal Joint Insurance Fund
Defense Attorney - 2007 to Present

Stephen A. Sacco
Executive Director
PERMA Risk Management Services
9 Campus Drive, Suite 216
Parsippany, NJ 07054
(201) 881-7632

Township of South Hackensack
Planning Board Attorney - 2018 to Present

Lydia Heinzelman
Planning Board Secretary
227 Philips Ave
South Hackensack, NJ 07606
(201) 440-1815

Suburban Essex Joint Insurance Fund
Defense Attorney - 2005 to Present

Tracy L. Lopez
Account Manager
PERMA Risk Management Services
9 Campus Drive, Suite 216
Parsippany, New Jersey 07054
(201) 881-7632

Township of Teaneck
General Counsel - 2017 to Present
Planning Board Attorney - 2015 to 2016
Labor Counsel - 2016 to Present
Tax Appeal Counsel - 2017 to Present

Honorable Mohammed Hameeduddin
Mayor
818 Teaneck Road
Teaneck, New Jersey 07666
(201) 837-1600

City of Union City
Special Construction Code Litigation Counsel - 2015 to Present
Special Counsel - 2006 to Present

Honorable Brian P. Stack
Mayor
3715 Palisade Avenue
Union City, NJ 07087

Borough of Woodcliff Lake
Tax Appeal Counsel - 2015 to Present

James Anzevino
Tax Assessor
Woodcliff Lake Borough Hall
188 Pascack Road
Woodcliff Lake, New Jersey 07677
(201) 391-4977

5. YEARS IN BUSINESS

In 2018, CLMC celebrated its 61st anniversary. CLMC was founded in 1957 and incorporated in 1971. In the subsequent years, the Firm name changed several times, such as when Robert E. Tarleton left the Firm and became a Superior Court Chancery Division Judge for Hudson County, when Arthur N. D'Italia left the Firm and became the Superior Court Assignment Judge for Hudson County, when Peter F. Bariso, Jr. left the Firm and became a Superior Court Assignment Judge for Hudson County, and most

recently when the names of partners John V. Mallon and Robert A. Cappuzzo were added on October 24, 2016. Throughout its history, the Firm's name has commenced with "Chasan." Since its incorporation in 1971, CLMC has operated under the same federal and state tax identification numbers.

6. CURRENT MANAGEMENT

CLMC's management has remained the same since 1989. One of the founding members, Joel A. Leyner, is still employed as Counsel to the Firm.

7. MALPRACTICE JUDGMENTS

None.

8. BANKRUPTCY/REORGANIZATION

None.

9. LICENSES/GOOD STANDING

All CLMC attorneys are licensed to practice law in the State of New Jersey and are in good standing with the Office of Attorney Ethics. All attorneys who will be assigned to this engagement are licensed to practice law in the applicable state and federal courts. Neither CLMC nor any individual assigned to this engagement is disbarred, suspended or otherwise prohibited from professional practice by any federal, state or local agency.

10. COST DETAILS

The Firm's compensation proposal is to provide all legal services at \$180.00 per hour for attorneys, plus reimbursement for reasonable expenses such as deposition transcript costs, expert fees, copying, faxes, travel and parking, court costs and fees, and messenger services. Our minimum billing unit is one tenth of an hour.

11. LOCATION OF KEY STAFF

CLMC has always maintained offices in Hudson County, New Jersey, and is currently located at 300 Lighting Way in Secaucus, New Jersey. CLMC will be available for consultation on thirty minutes notice.

12. SUBCONTRACTORS

No subcontractors will be used by CLMC in the fulfillment of its duties to the Borough. Third parties will be utilized for deposition transcription, large copying jobs, messenger and similar services. The Firm currently uses Schulman, Wiegmann & Associates of Piscataway, New Jersey as Certified Court Reporters, Minuteman Press of Hasbrouck Heights, New Jersey and IKON Enterprise Services of Newark, New Jersey for copying,

and New Jersey Lawyers' Service of Union, New Jersey, Confidential Couriers of Fairfield, New Jersey and Federal Express as providers of messenger services.

13. EMPLOYEES/UNION STATUS

CLMC employees are professionals, and thus, non-union.

14. ATTORNEY RESUMES

The following attorneys, whose qualifications and experience meet or exceed the minimum qualifications in the RFP, will be assigned to the engagement:

John L. Shahdanian II, Esq., Partner
Thomas R. Kobin, Esq., Partner
Joseph A. Garcia, Esq., Partner
Raymond J. Seigler, Esq., Partner
Joseph DeMarco, Esq., Partner
Mollie F. Hartman Lustig, Esq., Associate
Joseph E. Santanasto, Esq., Associate

Please find the website description of the Firm, the Firm's Governmental Law, Labor Law, Employment Law, and Litigation Services Practices at **Exhibit 1**.

The profiles and curricula vitae of our assigned attorneys appear at **Exhibit 2**.

15. SUMMARY OF QUALIFICATIONS

We are best qualified to provide the requested services for the reasons that follow.

Qualifications

The qualifications of our assigned attorneys meet or exceed the requirements set forth in the RFP. Their collective experience ensures that any legal matter that arises during the engagement will be competently addressed.

Extensive Clientele of Governmental Entities

We have represented counties, authorities, municipalities and school boards for numerous years. Our 60+ years of extensive experience in the area of public entity representation makes us uniquely qualified to meet the Borough's legal needs.

Experience

We understand the needs and goals of the Borough. As a public entity that has a fiduciary responsibility to taxpayers, the Borough is required to locate and select the most competent firms that are also the most cost efficient. CLMC meets the needs and

goals of the Borough because we have the experience required to service a large public entity and are able to do so cost-effectively.

Knowledge of Areas of Law

Through our extensive experience with our governmental entity clients, including the Borough, we are very knowledgeable of the areas of law involved in the operation of municipal government units.

Good Standing

All attorneys employed by CLMC are licensed to practice law in New Jersey and are in good standing with the Office of Attorney Ethics. Neither CLMC nor any individual assigned to this engagement is disbarred, suspended or otherwise prohibited from professional practice by any federal, state or local agency.

Conflicts of Interest

CLMC has no conflicts of interest that would prevent it from representing the Borough.

Court / Administrative Cases

CLMC has a long and successful history of obtaining favorable outcomes for our clients and we continue to deliver those outstanding results. We maintain an experienced and tested team of attorneys and support staff, and can ensure that our clients will receive the personal attention and availability they deserve.

We have an excellent reputation with judges and opposing counsel, which is based on the skill and dedication of our attorneys as well as on their preeminent legal ability and high ethical standards.

16. SUMMARY

CLMC attorneys are highly qualified professionals that possess the requisite knowledge, skills and expertise to efficiently and effectively represent and defend the interests of the Borough. Several CLMC attorneys have received the singular honor of being selected to *Best Lawyers in America*®, a peer-review survey in which the country's leading attorneys vote on the legal abilities of other lawyers in their practice areas. In addition, *New Jersey Monthly Magazine* consistently names a number of our partners as *SuperLawyers*® and recognizes various Firm associates as "Rising Stars." *The New Jersey Law Journal*, which annually recognizes the State's preeminent lawyers under 40 years of age, has awarded eight CLMC attorneys with that accolade: Thomas R. Kobin (2006); John L. Shahdanian (2008); Thomas A. Morrone (2011); Nicole R. Cassata (2012); Maria P. Vallejo (2013); Roosevelt Jean (2014); Joseph A. Garcia (2015); and Joseph A. Lagana (2016).

Two of the Firm's senior partners, Ralph Lamparello and Steven Menaker, achieved the elite distinction of being certified by the New Jersey Supreme Court as both Civil and Criminal Trial Attorneys. Only 43 of the 80,000 practicing attorneys in New Jersey had attained this dual certification.

Mr. Lamparello, the Firm's Managing Partner, is a past President of the New Jersey State Bar Association, and has been selected by *New Jersey Monthly Magazine* for the past four years as one of the top 100 lawyers in New Jersey. In 2013, he was awarded the Congressman Peter W. Rodino Humanitarian Achievement Award by Seton Hall Law School. The New Jersey Commission on Professionalism has twice awarded Mr. Lamparello with the Professional Lawyer of the Year honor, by nomination of the Hudson County Bar Association in 2009, and by nomination of the New Jersey State Bar Association in 2014.

In addition to its many professional achievements and accolades, the Firm's members share a devotion to serving the public interest and are experienced in representing governmental entities. Partner Joseph Lagana serves as a State Senator for the 38th legislative district. He is Vice-Chair of the Senate's Law and Public Safety Committee and a member of the Military and Veterans' Affairs Committee and the Health, Human Services and Senior Citizens Committee. Thomas R. Kobin and John L. Shahdanian II, partners with long-standing experience serving municipal clients, currently serve as Town Counsel for the Township of North Bergen, Borough Attorney for the Borough of Northvale and Township Attorney for the Township of Teaneck. Mr. Shahdanian also serves as Labor Counsel for the Boroughs of Bergenfield, Dumont and New Milford. Additionally, Michael A. D'Anton, Partner, is the General Counsel for North Hudson Regional Fire & Rescue.

The breadth and collective experience held by the Firm's attorneys enables CLMC to advise the Borough on any legal issue that may arise, such as preparing ordinances, resolutions and opinions; preparing legal memoranda; reviewing documents; representing the Borough in civil cases, appeals and administrative matters; attending meetings or advising management and HR on employee relations matters.

We thank you for the opportunity to share our capabilities with you and are confident that we can exceed the Borough's expectations for the provision of legal services. We welcome the opportunity and privilege of serving the Borough of Roselle Park.

Respectfully submitted,

CHASAN LAMPARELLO MALLON & CAPPUZZO, PC

By: _____


JOSEPH DEMARCO

BOROUGH OF ROSELLE PARK

SUBMISSION CHECKLIST

THE FOLLOWING ITEMS, AS INDICATED BELOW <input checked="" type="checkbox"/> , SHALL BE PROVIDED WITH THE RECEIPT OF SEALED SUBMISSIONS		Initial Here
<input checked="" type="checkbox"/>	Completed RFP Checklist	<u>JD</u>
<input checked="" type="checkbox"/>	Completed Submission Form / Qualification Statement	<u>JD</u>
<input checked="" type="checkbox"/>	Statement of Ownership Disclosure	<u>JD</u>
<input checked="" type="checkbox"/>	Non-Collusion Affidavit	<u>JD</u>
<input checked="" type="checkbox"/>	Required EEO/Affirmative Action Evidence & Signed Compliance Notice	<u>JD</u>
<input checked="" type="checkbox"/>	Acknowledgement of Americans with Disabilities Act Language of 1990	<u>JD</u>
<input checked="" type="checkbox"/>	Disclosure of Investment Activities in Iran	<u>JD</u>
<input checked="" type="checkbox"/>	Insurance Requirement Acknowledgement Form	<u>JD</u>
<input checked="" type="checkbox"/>	Certification Regarding Political Contributions	<u>JD</u>
<input checked="" type="checkbox"/>	New Jersey Business Registration Certificate of Vendor	<u>JD</u>
<input checked="" type="checkbox"/>	W-9 of Vendor	<u>JD</u>

This checklist is provided for vendor's use in assuring compliance with required documentation; however, it does not include all submission requirements and does not relieve the vendor of the need to read and comply with the RFP.

Name of Vendor: Chasan Lamparello Mallon & Cappuzzo, PC

Date: 4/22/18

Signature: X.

Print Name: Joseph DeMarco, Esq.

Title: Partner

SUBMISSION FORM / QUALIFICATION STATEMENT

1. Names and roles of the individuals who will perform the services and description of their education and experience with projects similar to the services contained herein:

Please refer to the profiles and curricula vitae of these attorneys for their education and experience.

SUBMISSION FORM / QUALIFICATION STATEMENT
(CONTINUED)

(ATTACH ADDITIONAL SHEETS AS NECESSARY,
BUT DO NOT SIMPLY ATTACH VENDOR MATERIALS
AND TYPE/WRITE: "SEE ATTACHED")

2. References and record of success of same or similar service:

Borough of Bergenfield	Borough of Dumont
Labor Counsel - 2013 to Present	Labor Counsel - 2010 to Present
Corey Gallo	Susan Connelly
Borough Administrator	Borough Clerk
Bergenfield Municipal Building	Borough of Dumont
198 North Washington Avenue	50 Washington Avenue
Bergenfield, New Jersey 07621	Dumont, New Jersey 07628
(201) 387-4055	(201) 387-5060
<hr/>	
Township of Teaneck	Borough of Northvale
General Counsel - 2017 to Present	Borough Attorney - 2014 to Present
Labor Counsel - 2016 to Present	Labor Attorney - 2011 to Present
Honorable Mohammed Hameeduddin	Honorable Stanley Piehler
Mayor	Mayor
818 Teaneck Road	116 Paris Avenue
Teaneck, New Jersey 07666	Northvale, New Jersey 07647
(201) 837-1600	(201) 767-3330
<hr/>	
Borough of Ridgefield	Township of Saddle Brook
Labor Attorney - 2011 to Present	Labor Counsel - 2015 to Present
Honorable Anthony R. Suarez	Pete LoDico
Mayor	Township Clerk/Administrator
Ridgefield Borough Hall	Town Hall
604 Broad Avenue	93 Market Street
Ridgefield, New Jersey 07657	Saddle Brook, NJ 07663
(201) 943-5215	(201) 587-2900

Please refer to section 4 of our response for more experience and references.

(ATTACH ADDITIONAL SHEETS AS NECESSARY,
BUT DO NOT SIMPLY ATTACH VENDOR MATERIALS
AND TYPE/WRITE: "SEE ATTACHED")

CLMC currently employs 50 licensed attorneys, comprised of 26 Partners, 4 Counsel (Arthur N. D'Italia, a past Assignment Judge for Hudson County, and a former partner of the Firm, Thomas P. Olivieri, the former Presiding Judge of the Chancery Division, General Equity, of the Superior Court for Hudson County; Robert M. Czech, former Civil Service Commissioner of New Jersey, and Joel A. Leyner, a founding member of the Firm), 6 Attorneys Of Counsel, and 14 Associates. We employ a support staff of 39 employees, including paralegals, law clerks and legal assistants. CLMC has always maintained offices in Hudson County, New Jersey, and is currently located at 300 Lighting Way in Secaucus, New Jersey. CLMC will be available for consultation on thirty minutes notice.

SUBMISSION FORM / QUALIFICATION STATEMENT
(CONTINUED)

(ATTACH ADDITIONAL SHEETS AS NECESSARY,
BUT DO NOT SIMPLY ATTACH VENDOR MATERIALS
AND TYPE/WRITE: "SEE ATTACHED")

4. Cost details, including the annual fee for primary duties and the hourly rates of each of the individuals who will perform services, and all expenses for any work that is not included in the primary duties:

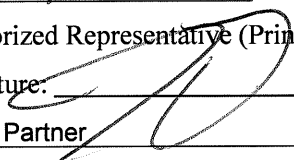
The Firm's compensation proposal is to provide all legal services at \$180.00 per hour for attorneys, plus reimbursement for reasonable expenses such as deposition transcript costs, expert fees, copying, faxes, travel and parking, court costs and fees, and messenger services. Our minimum billing unit is one tenth of an hour.

CERTIFICATION OF PROPOSAL
(Sign Below)

Firm: Chasan Lamparello Mallon & Cappuzzo, PC

Date: 01/27/18

Authorized Representative (Print): Joseph DeMarco, Esq.

Signature: 

Title: Partner

Telephone No.: (201) 348-6000

Fax No.: (201) 348-6633

BOROUGH OF ROSELLE PARK

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

THIS STATEMENT SHALL BE COMPLETED, CERTIFIED TO, AND INCLUDED WITH ALL BID AND PROPOSAL SUBMISSIONS. FAILURE TO SUBMIT THE REQUIRED INFORMATION IS CAUSE FOR AUTOMATIC REJECTION OF THE BID OR PROPOSAL.

Name of Organization: Chasan Lamparello Mallon & Cappuzzo, PC

Organization Address: 300 Lighting Way, Suite 200, Secaucus, New Jersey 07094

Part I

Check the box that represents the type of business organization:

- ☐ Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- ☐ Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- ☒ For-Profit Corporation (any type)
- ☐ Limited Liability Company (LLC)
- ☐ Partnership
- ☐ Limited Partnership
- ☐ Limited Liability Partnership (LLP)
- ☐ Other (be specific): _____

Part II

- ☒ The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST ON THE NEXT PAGE IN THIS SECTION)**

OR

- ☐ No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

STATEMENT OF OWNERSHIP DISCLOSURE
(Continued)

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
Ralph J. Lamparello, Esq.	3 Downington Court, Warren, New Jersey 07090

Part III

DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II other than for any publicly traded parent entities referenced above. The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**


Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address

STATEMENT OF OWNERSHIP DISCLOSURE

(Continued)

Part IV **Certification**

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the Borough of Roselle Park is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with the Borough of Roselle Park to notify the Borough of Roselle Park in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the Borough of Roselle Park to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Joseph DeMarco, Esq.	Title:	Partner
Signature:		Date:	11/27/18

BOROUGH OF ROSELLE PARK

NON-COLLUSION AFFIDAVIT

State of New Jersey
County of Hudson

ss: Secaucus

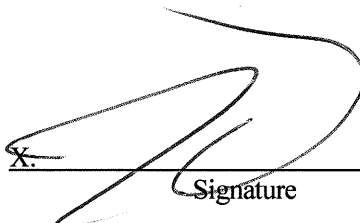
I, Joseph DeMarco of the City of Bernardsville in
the County of Somerset and State of New Jersey full age, being duly
sworn according to law on my oath depose and say that:

I am a Partner of the firm of Chasan Lamparello Mallon & Cappuzzo, PC
(Title or Position) (Name of Firm)

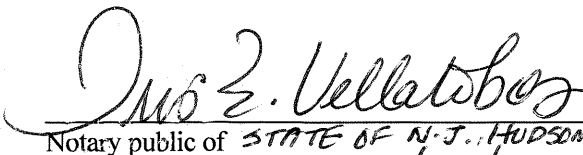
the bidder making this Proposal for the above named project, and that I executed the said proposal with full
authority so to do; that said bidder has not, directly or indirectly entered into any agreement, participated in any
collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above
named project; and that all statements contained in said proposal and in this affidavit are true and correct, and
made with full knowledge that the Borough of Roselle Park relies upon the truth of the statements contained in
said proposal and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure
such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee,
except bona fide employees or bona fide employees or bona fide established commercial or selling agencies
maintained by Chasan Lamparello Mallon & Cappuzzo, PC (name of contractor).

Subscribed and sworn to
before me this 27th day
of November, 2018.


X. _____
Signature

Joseph DeMarco, Esq.
(Type or print name of affiant under signature)


Notary public of STATE OF N.J., HUDSON COUNTY

My Commission expires 9/17/19

BOROUGH OF ROSELLE PARK

AFFIRMATIVE ACTION COMPLIANCE NOTICE

N.J.S.A. 10:5-31 and N.J.A.C. 17:27

**GOODS, PROFESSIONAL SERVICE
AND GENERAL SERVICE CONTRACTS**

This form is a summary of the successful bidder's requirement to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27-1 et seq.

The successful bidder shall submit to the public agency, after notification of award but prior to execution of this contract, one of the following three documents as forms of evidence:

- a) A photocopy of a valid letter that the contractor is operating under an existing Federally approved or sanctioned affirmative action program (good for one year from the date of the letter);

OR

- b) A photocopy of a Certificate of Employee Information Report approval, issued in accordance with N.J.A.C. 17:27-4;

OR

- c) A photocopy of an Employee Information Report (Form AA302) provided by the Division and distributed to the public agency to be completed by the contractor in accordance with N.J.A.C. 17:27-4.

The successful vendor may obtain the Affirmative Action Employee Information Report (AA302) from the contracting unit during normal business hours.

The successful vendor(s) must submit the copies of the AA302 Report to the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts (Division). The Public Agency copy is submitted to the public agency, and the vendor copy is retained by the vendor.

The undersigned vendor certifies that he/she is aware of the commitment to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27.1 et seq. and agrees to furnish the required forms of evidence.

The undersigned vendor further understands that his/her bid shall be rejected as non-responsive if said contractor fails to comply with the requirements of N.J.S.A. 10:5-31 and N.J.A.C. 17:27-1 et seq.

COMPANY: Chasan Lamparello Mallon & Cappuzzo, PC

SIGNATURE: 

PRINT NAME: Joseph DeMarco, Esq.

TITLE: Partner

DATE: 11/27/18

BOROUGH OF ROSELLE PARK

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)

N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted Borough employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken

EXHIBIT A
MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)

N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS
(Continued)

without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

BOROUGH OF ROSELLE PARK

AMERICANS WITH DISABILITIES ACT OF 1990

Equal Opportunity for Individuals with Disability

The Contractor and the Owner, do hereby agree that the provisions of Title 11 of the Americans with Disabilities Act of 1990 (the "Act") (42 U.S.C. 5121 01 et seq.), which prohibits discrimination on the basis of disability by public entities in all services, programs, and activities provided or made available by public entities, and the rules and regulations promulgated pursuant there unto, are made a part of this contract. In providing any aid, benefit, or service on behalf of the owner pursuant to this contract, the contractor agrees that the performance shall be in strict compliance with the Act. In the event that the contractor, its agents, servants, employees, or subcontractors violate or are alleged to have violated the Act during the performance of this contract, the contractor shall defend the owner in any action or administrative proceeding commenced pursuant to this Act. The contractor shall indemnify, protect, and save harmless the owner, its agents, servants, and employees from and against any and all suits, claims, losses, demands, or damages, of whatever kind or nature arising out of or claimed to arise out of the alleged violation. The contractor shall, at its own expense, appear, defend, and pay any and all charges for legal services and any and all costs and other expenses arising from such action or administrative proceeding or incurred in connection therewith. In any and all complaints brought pursuant to the owner's grievance procedure, the contractor agrees to abide by any decision of the owner which is rendered pursuant to said grievance procedure. If any action or administrative proceeding results in an award of damages against the owner, or if the owner incurs any expense to cure a violation of the ADA which has been brought pursuant to its grievance procedure, the contractor shall satisfy and discharge the same at its own expense.

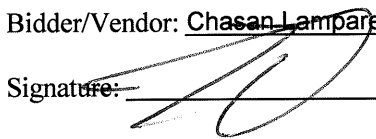
The owner shall, as soon as practicable after a claim has been made against it, give written notice thereof to the contractor along with full and complete particulars of the claim. If any action or administrative proceeding is brought against the owner or any of its agents, servants, and employees, the *owner shall* expeditiously forward or have forwarded to the contractor every demand, complaint, notice, summons, pleading, or other process received by the owner or its representatives.

It is expressly agreed and understood that any approval by the owner of the services provided by the contractor pursuant to this contract will not relieve the contractor of the obligation to comply with the Act and to defend, indemnify, protect, and save harmless the owner pursuant to this paragraph.

It is further agreed and understood that the owner assumes no obligation to indemnify or save harmless the contractor, its agents, servants, employees and subcontractors for any claim which may arise out of their performance of this Agreement. Furthermore, the contractor expressly understands and agrees that the provisions of this indemnification clause shall in no way limit the contractor's obligations assumed in this Agreement, nor shall they be construed to relieve the contractor from any liability, nor preclude the owner from taking any other actions available to it under any other provisions of the Agreement or otherwise at law.

The undersigned vendor consents to the full understanding of the forgoing Americans with Disabilities Act Language of 1990:

Bidder/Vendor: Chasan Lamparello Mallon & Cappuzzo, PC

Signature: 

Full Name (Print): Joseph DeMarco, Esq.

Title: Partner

Date: 11/27/18

Certification 15710

CERTIFICATE OF EMPLOYEE INFORMATION REPORT
RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-NOV-2018** to **15-NOV-2021**

CHASAN LAMPARELLO MALLON & CAPPUZZO, PC
300 LIGHTING WAY, SUITE 200
SECAUCUS NJ 07094



A handwritten signature in black ink, appearing to read "Elizabeth Maher Muoio".

ELIZABETH MAHER MUOIO
State Treasurer

BOROUGH OF ROSELLE PARK

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

PART 1: CERTIFICATION

BIDDERS MUST COMPLETE PART 1 BY CHECKING EITHER BOX.

Pursuant to Public Law 2012, c. 25, any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must complete the certification below to attest, under penalty of perjury, that neither the person or entity, nor any of its parents, subsidiaries, or affiliates, is identified on the Department of Treasury's Chapter 25 list as a person or entity engaging in investment activities in Iran. The Chapter 25 list is found on the Division's website at <http://www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf>. Bidders must review this list prior to completing the below certification. Failure to complete the certification will render a bidder's proposal non-responsive.

PLEASE CHECK EITHER BOX:

☒ I certify, pursuant to Public Law 2012, c. 25, that neither the person/entity listed above nor any of the entity's parents, subsidiaries, or affiliates is listed on the N.J. Department of the Treasury's list of entities determined to be engaged in prohibited activities in Iran pursuant to P.L. 2012, c. 25 ("Chapter 25 List"). I further certify that I am the person listed above, or I am an officer or representative of the entity listed above and am authorized to make this certification on its behalf. I will skip Part 2 and sign and complete the Certification below.

OR

☐ I am unable to certify as above because I or the bidding entity and/or one or more of its parents, subsidiaries, or affiliates is listed on the Department's Chapter 25 list. I will provide a detailed, accurate and precise description of the activities in Part 2 below and sign and complete the Certification below. Failure to provide such will result in the proposal being rendered as non-responsive and appropriate penalties, fines and/or sanctions will be assessed as provided by law.

PART 2

PROVIDE FURTHER INFORMATION RELATED TO INVESTMENT ACTIVITIES IN IRAN

You must provide a detailed, accurate and precise description of the activities of the bidding person/entity, or one of its parents, subsidiaries or affiliates, engaging in the investment activities in Iran outlined above by completing the form below. (PROVIDE INFORMATION RELATIVE TO THE ABOVE QUESTIONS. PLEASE PROVIDE THOROUGH ANSWERS TO EACH QUESTION. IF YOU NEED TO MAKE ADDITIONAL ENTRIES, USE ADDITIONAL PAGES).

Name: _____

Relationship to Bidder/Vendor: _____

Description of Activities: _____

Duration of Engagement: _____ Anticipated Cessation Date: _____

Bidder/Vendor: _____

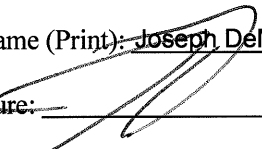
Contact Name: _____ Contact Phone Number: _____

DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN
(Continued)

CERTIFICATION

I, being duly sworn upon my oath, hereby represent and state that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I attest that I am authorized to execute this certification on behalf of the below-referenced person or entity. I acknowledge that the Borough of Roselle Park is relying on the information contained herein and thereby acknowledge that I am under a continuing obligation from the date of this certification through the completion of contracts with the Borough of Roselle Park to notify the Borough of Roselle Park in writing of any changes to the answers or information contained herein. I acknowledge that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I recognize that I am subject to criminal prosecution under the law and that it will also constitute a material breach of my agreements(s) with the Borough of Roselle Park and that the Borough of Roselle Park at its option may declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print): Joseph DeMarco, Esq.

Signature: 

Title: Partner

Date: 11/27/18

Bidder/Vendor: Chasan Lamparello Mallon & Cappuzzo, PC

BOROUGH OF ROSELLE PARK

INSURANCE REQUIREMENTS AND ACKNOWLEDGEMENT FORM

Certificate(s) of Insurance shall be filed with the Borough Clerk's Office upon award of contract by the governing body

The minimum amount of insurance to be carried by the Professional Service Entity shall be as follows:

PROFESSIONAL LIABILITY INSURANCE

Limits shall be a minimum of \$1,000,000.00 for each claim and \$1,000,000.00 aggregate each policy period.

Acknowledgement of Insurance Requirement:

SIGNATURE: _____

DATE: _____

Joseph DeMarco, Esq.

Partner

(Printed Name & Title)

CERTIFICATION REGARDING POLITICAL CONTRIBUTIONS

COUNTY OF HUDSON

Page 23 of 26



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name:	CHASAN LAMPARELLO MALLON & CAPPUZZO, PC
Trade Name:	
Address:	300 LIGHTING WAY SECAUCUS, NJ 07094
Certificate Number:	0065175
Effective Date:	March 22, 1990
Date of Issuance:	November 29, 2016

For Office Use Only:
20161129103857396

**Request for Taxpayer
Identification Number and Certification**

Give form to the
requester. Do not
send to the IRS.

Print or type
See Specific Instructions on page 2.

Name (as shown on your income tax return) Chasan Lamparello Mallon & Cappuzzo, PC	
Business name, if different from above	
Check appropriate box: <input type="checkbox"/> Individual/Sole proprietor <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Limited liability company. Enter the tax classification (D=disregarded entity, C=corporation, P=partnership) ▶ <input type="checkbox"/> Exempt payee <input type="checkbox"/> Other (see instructions) ▶	
Address (number, street, and apt. or suite no.) 300 Lighting Way, Suite 200	Requester's name and address (optional)
City, state, and ZIP code Secaucus, New Jersey 07094	
I list account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on Line 1 to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Social security number
or
Employer identification number
22 1933096

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here	Signature of U.S. person ▶ <i>Rafael J. Lamparello</i>	Date ▶ <i>1/19/18</i>
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States is in the following cases:

- The U.S. owner of a disregarded entity and not the entity.



ABOUT THE FIRM

Founded in 1957, Chasan Lamparello Mallon & Cappuzzo, PC is dedicated to the highest standards of professional excellence and public service. The Firm and many of its attorneys have received the highest rating for legal ability and ethical conduct, AV, from legal publisher Martindale-Hubbell, Inc., based upon peer review. Additionally, a number of our attorneys have the distinction of being selected as *Best Lawyers in America*® and by *New Jersey Monthly Magazine* as *Super Lawyers*®, while a number of our associate attorneys have been named by the same magazine as "Rising Stars." Most notably, CLMC has received a Tier 1 Ranking in the 2019 Edition of *U.S. News - Best Lawyers "Best Law Firms,"* for the seventh year in a row.

Seven of the Firm's attorneys have been designated by the Supreme Court of New Jersey as Certified Civil or Certified Criminal Trial Attorneys. Partner **Steven L. Menaker** holds the rare distinction of dual certification. Over the past decade, the New Jersey Law Journal has named four of our partners to its prestigious "40 under 40" list. Four other CLMC attorneys are past recipients of the New Jersey State Bar Association's ("NJSBA") Professional Lawyer of the Year award, which is given annually to attorneys who, by virtue of their conduct, competence and demeanor, set a positive example for others in the profession. **Joel A. Leyner** was honored in 2000, as was **Martha D. Lynes** in 2005, **Ralph J. Lamparello** in 2009 and 2014, and **Steven L. Menaker** in 2010.

CLMC strongly believes in contributing to the legal and non-legal communities through public service. Our attorneys serve on various committees by appointment of the New Jersey Supreme Court as well as on District Ethics and Fee Arbitration Committees. Several attorneys also serve in leadership positions in state and local legal associations, including the New Jersey State Bar Association. In 2013, **Ralph J. Lamparello** became the first Hudson County attorney in 40 years to be sworn in as President of the State Bar Association. **Steven L. Menaker** serves on the Supreme Court Advisory Committee on Professional Ethics as well as on the NJSBA's Ethics Diversionary Committee and Committee on Professional Responsibility and Unlawful Practice. Partner **Michael D. Witt** was appointed as a member of the NJSBA's Continuing Legal Education Advisory Committee. Most recently, **Robert A. Kaye** was elected Chair of the NJSBA's Business Law Section and **John V. Mallon** was appointed Chair of the Association's Insurance Defense Committee. CLMC attorneys also fill leadership positions within the Hudson County Bar Association, Bergen County Bar Association, and several different American Inns of Court. In 2013, **Ralph J. Lamparello** received the prestigious Humanitarian Achievement Award from the Seton Hall School of Law's Peter W. Rodino, Jr. Society. The Award is presented annually to commemorate the values embodied in the work of the legacy of Congressman Rodino - compassion, honor and wisdom.

CLMC is especially proud of its members who have dedicated themselves to public service in the judicial and administrative branches of our State government. In 1989, Governor Thomas Kean appointed former CLMC partner **Arthur N. D'Italia** as a judge of the Superior Court of New Jersey. After a successful judicial career which culminated in his being appointed as Assignment Judge – the head judge of the County – Judge D'Italia returned to CLMC as Counsel to the Firm and currently heads the Firm's Alternative Dispute Resolution Department, conducting arbitrations, mediations and serving as discovery master.



CHASAN LAMPARELLO
MALLON & CAPPUZZO

300 LIGHTING WAY, SUITE 200 | SECAUCUS, NEW JERSEY 07094
PHONE: 201-348-6000 | FAX: 201-348-6633 | WWW.CHASANLAW.COM

ABOUT THE FIRM (CONTINUED)

In 2005, Governor Richard J. Codey appointed former CLMC partner **Peter F. Bariso, Jr.**, to the Superior Court of New Jersey, Civil Division, Hudson County. New Jersey Supreme Court Chief Justice Stuart Rabner named Judge Bariso to be the Assignment Judge of the Hudson County Superior Court in 2012.

In 2006, partner **Julien X. Neals** was appointed by City of Newark Mayor Cory A. Booker as Chief Judge of Newark's Municipal Court, charged with overseeing the activities of twelve full time judges and more than one hundred staff employees in one of the country's largest municipal courts. After demonstrating his legal and administrative skills, Mayor Booker appointed Judge Neals to serve as Corporation Counsel in 2008, and as Newark's Business Administrator in 2010. The Hon. Julien X. Neals returned to CLMC as a partner in 2014. In 2015, Judge Neals became County Counsel for Bergen County and President Barack Obama nominated him to serve as a U.S. District Court Judge for the District of New Jersey.

In 2011, partner **Patrick J. Arre** was appointed as Judge of the Superior Court of New Jersey, Hudson County. Prior to taking the oath of office, Judge Arre was the head of the Personal Injury and Medical Malpractice Department for CLMC.

In 2012, the Hon. **Thomas P. Olivieri**, P.J.Ch joined CLMC. Judge Olivieri had served as a New Jersey Superior Court Judge for 20 years, the last 10 as Presiding Judge of the Chancery Division in Hudson County. He brings his considerable skills to the firm, offering expertise in the areas of complementary dispute resolution and arbitration. Judge Olivieri will also be available to manage litigation as a special master and will offer guidance to the firm on complex matters.

In 2013, partner **Mitzy Galis-Menendez** was appointed Judge of the Superior Court of New Jersey, Hudson County. Judge Galis-Menendez concentrated her civil litigation practice on public entity representation with a concentration on sexual harassment cases, Law Against Discrimination, Title VII and civil rights matters.

In 2016, partner **Anthony V. D'Elia** was appointed Judge of the Superior Court of New Jersey, Hudson County. Prior to taking the oath of office, Judge D'Elia's practice encompassed all areas of civil litigation, including commercial; construction; medical, legal and professional malpractice; products liability; automobile; and other personal injury matters. He also served as municipal, labor and board of education counsel to various public entities.

In 2017, partner **Martha D. Lynes** was appointed Judge of the Superior Court of New Jersey, Hudson County. Prior to taking the oath of office, Judge Lynes' practice encompassed all areas of insurance defense litigation. She was also named to serve as a Committee Member on Liberty Mutual's National Construction Practice Group which served as a resource for attorneys who practice in the construction field across the nation.

Joseph M. Andresini, formerly Of Counsel to the Firm, was appointed by Governor Jon S. Corzine as Judge of the Tax Court of New Jersey in 2009. Prior to his appointment, Judge Andresini's practice focused on governmental entity work, real estate and tax appeals. He also served as General Counsel to the Bergen County Improvement Authority and Judge of the Municipal Court for the Borough of Haworth.

Robert M. Czech, formerly Of Counsel to the Firm, was appointed by Governor Christopher J. Christie as the Chair/Chief Executive Officer of the State of New Jersey Civil Service Commission in February 2010. Mr. Czech's extensive prior public service included positions as executive officer of Middletown Township, deputy budget director of the City of Jersey City, Passaic business administrator as well as project specialist with the New Jersey Department of Community Affairs charged with conducting audits and fiscal reviews of, among others, Camden, Atlantic City, Hoboken and Elizabeth. Mr. Czech re-joined the Firm as Counsel in March 2018.



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MEMBERS OF THE FIRM EARN DISTINCTION

Best Lawyers in America®

Ralph J. Lamparello was recognized in the 2015 edition of The Best Lawyers in America® as Lawyer of the Year in Litigation—Labor and Employment. Ralph J. Lamparello, Cindy Nan Vogelmann, Steven L. Menaker, John V. Mallon, John L. Shahdanian II, Philip W. Lamparello, and Joel A. Leyner are consistently selected for inclusion in the Best Lawyers list. The Best Lawyers in America® is the oldest peer review publication in the legal profession covering 79 legal specialties and including attorneys in all 50 states. Lawyers are chosen for inclusion based upon evaluation by other lawyers in their own specialty and jurisdiction.

New Jersey Super Lawyers® "Top 100"

Ralph J. Lamparello was also selected to the "Top 100" attorneys by New Jersey Super Lawyers® in 2017 for the eighth year in a row. Attorneys in the "Top 100" received the highest point totals in the 2017 New Jersey Super Lawyers® nomination, research and blue ribbon review process.

New Jersey Super Lawyers®

Since 2005, our attorneys have been selected in their respective practice areas to the "New Jersey Super Lawyers" list. Managing partner Ralph J. Lamparello was selected in the area of employment and labor law, John V. Mallon in insurance coverage, Steven L. Menaker for general litigation, John L. Shahdanian II in employment and labor law, Michael D. Witt for environmental litigation, and Kenneth A. Porro was selected for business litigation. The attorneys that are chosen have attained a high degree of peer recognition and professional achievement. Additionally, the candidates' background and experience are closely examined and selection criteria includes, but is not limited to, outstanding achievements, special licenses and certifications, professional activities, pro bono and community service and honors and awards.

New Jersey Super Lawyers Rising Stars®

Joseph E. Santanasto, Joseph A. Garcia, Philip W. Lamparello, Raymond J. Seigler, Maria P. Vallejo, Joseph A. Lagana, Thomas A. Morrone, Kirstin Bohn, Nicole R. Cassata, & Peter L. MacIsaac were each named as "New Jersey Super Lawyers Rising Stars" by Law & Politics and published by *New Jersey Monthly Magazine*. "Rising Stars" are composed of New Jersey attorneys who are either under the age of 40 or have been practicing law for less than 10 years. An attorney-led research team evaluates the credentials of the candidates nominated for consideration and selects only 25 percent of the best up-and-coming attorneys for inclusion in the magazine's "Rising Stars" listing. Recently, Garcia was recognized in the area of State, Local & Municipal, Lamparello for Business Litigation, Seigler and Santanasto for Employment and Labor, and Bohn and Vallejo were recognized in the area of General Litigation.

"New Leaders of the Bar" - formerly known as "40 Under 40"

The New Jersey Law Journal selected Joseph A. Lagana as a 2016 "New Leader of the Bar", an award formerly known as "40 Under 40". Joseph joins his colleagues, Joseph A. Garcia, Maria P. Vallejo, Nicole R. Cassata, Thomas A. Morrone, John L. Shahdanian II and Thomas R. Kobin who all received this prestigious award. The list recognizes outstanding young New Jersey attorneys for their noteworthy professional endeavors. Honorees are chosen on the basis of career achievement, recognition by peers and professional organizations, membership and leadership in bar and other associations, and records of lectures and publications. Cassata concentrates her practice on appeals and insurance defense. Morrone, selected in 2011, concentrates in insurance and public entity defense. Shahdanian, selected for in 2008, concentrates his practice in the fields of employment, civil rights and governmental law. Kobin, selected in 2006, is an accomplished attorney in the fields of governmental law, education law and litigation.

GOVERNMENTAL LAW

Chasan Lamparello Mallon & Cappuzzo has specialized experience in public entity representation. We presently serve as corporation counsel to The Township of North Bergen, North Hudson Regional Fire and Rescue, the Town of Secaucus, and the Bergen County Improvement Authority. We also serve as labor and employment counsel to the Passaic Valley Sewerage Commissioners. As special litigation counsel, we appear as attorneys for the State of New Jersey, the County of Bergen, the County of Hudson and multiple municipalities, including the City of Newark, the City of Paterson, the City of Bayonne, the City of Linden, the City of Hackensack, and the City of Union City.

Our governmental law litigation representation covers the spectrum from prosecution of claims by a public entity to defense of claims against a public entity. Our attorneys appear in both federal and state courts in actions encompassing civil rights litigation, employment discrimination, first amendment issues, construction litigation, the Open Public Records Act and the Open Public Meetings Act, as well as various election issues.

As labor counsel to public entities, we negotiate collective bargaining agreements and prosecute disciplinary actions before administrative tribunals. As general counsel, we present advice and guidance on all matters affecting the public entity under controlling New Jersey and federal law. In the burgeoning field of school law, our expertise as general counsel to boards of education has provided us with the ability to extend representation in all aspects of the field, including public contract's law, labor negotiation and disciplinary hearings.

GOVERNMENTAL CLIENTS

City of Bayonne	North Hudson Regional Fire and Rescue
County of Bergen	Passaic Valley Sewerage Commissioners
Bergen County Improvement Authority	City of Passaic
Borough of Dumont	City of Paterson
City of Hackensack	City of Perth Amboy
City of Hoboken	Borough of Ridgefield
Hoboken Housing Authority	Borough of Roselle
County of Hudson	Town of Secaucus
County of Morris	Secaucus Municipal Utilities Authority
City of Newark	City of Union City
Township of North Bergen	Union City Housing Authority
Borough of Northvale	



LABOR LAW

Cost savings and efficiency in the workplace – these are the goals we seek to attain for our clients in the area of labor law. Successful labor relations require savvy negotiations, aggressive representation when disputes arise, and preventive measures to avoid costly legal disputes. Chasan Lamparello Mallon & Cappuzzo has a wide range of extensive experience in labor law to attain these goals for our clients.

GENERAL LABOR ISSUES: We regularly counsel clients regarding the administration of labor contracts. We understand collectively bargained agreements and their impact on operations, and we are able to advise our clients on day-to-day issues so they are able to maximize efficiencies and avoid costly labor disputes. We have extensive experience in the proper handling of disciplinary issues and know how to avoid poorly planned and executed discipline which can result in costly employment litigation. We develop strategies and guide clients in proper documentation, evaluation and progressive discipline to help avoid these costs. Our attorneys conduct customized training for clients and seminars on these issues. We also advise clients on how to plan for and implement reductions in force. We have handled issues before the National Labor Relations Board, as well as the New Jersey Public Employment Relations Commission involving managerial prerogative versus negotiable issues (“scope” matters), unfair labor practice charges, and conciliation and arbitration matters. The Firm’s attorneys also are experienced in all matters within the jurisdiction of the New Jersey Civil Service Commission, including eligibility, testing, appointment, promotions, appeals, layoffs and disciplinary matters. The Firm’s success and experience also extends to defending complaints filed with the Occupational Safety and Health Administration and under the Public Employees Occupational Safety and Health Act. We have a wealth of experience in defending both disciplinary and contractual grievances and arbitrations. We also draft and advise clients regarding individual contracts, separation agreements, and retirement issues.

COLLECTIVE BARGAINING: We have successfully engaged in negotiations with numerous unions, including the International Brotherhood of Teamsters, the American Federation of State, County and Municipal Employees (AFSCME), The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), the New Jersey State Policemen’s Benevolent Association (PBA), the New Jersey Education Association (NJEA), and the International Union of Operating Engineers. We have attained financially sound, health care responsible and administratively favorable results for our clients. In negotiations, we are adept at critically analyzing collective bargaining agreements, understating how they can impede management either operationally or financially, and we creatively formulate strategies for clients during current negotiations while setting a foundation for future negotiations. Our collective bargaining experience involves both rank and file and supervisory unions. When matters cannot be resolved through negotiations, Chasan Lamparello Mallon & Cappuzzo has extensive experience with mediation, fact-finding, and binding interest arbitration, where we have attained ground breaking decisions for employers. We are also experienced in handling strikes and picketing situations, and invoking the emergent injunction powers of the Court to terminate these scenarios.



EMPLOYMENT LAW

The field of employment law continues to be the fastest growing category of civil litigation. Chasan Lamparello Mallon & Cappuzzo is recognized as a statewide leader in this practice area and the Employment Law Group provides the Firm's clients with advice and counsel on all facets of the employer/employee relationship. Our public sector clientele includes school boards, municipalities, counties and authorities throughout New Jersey. Private sector representation includes a variety of corporations ranging from banking to manufacturing.

Our specific practice areas encompass virtually every aspect of employment law, including:

DEFENDING MANAGEMENT IN EMPLOYMENT-RELATED LAWSUITS: We have substantial experience in evaluating and protecting clients from employee-related lawsuits and our successful and cost-efficient representation in all types of employment matters have earned us a reputation as a go to firm for both public entities and private corporations. Our experienced litigators, including certified civil trial attorneys, have an in-depth knowledge and understanding of this rapidly changing field of law, frequently handling matters involving the New Jersey Law Against Discrimination, Title VII, the New Jersey Conscientious Employee Protection Act (Whistleblower Statute), the New Jersey Family Leave Act, the Federal Family and Medical Leave Act and the Americans with Disabilities Act.

Our trial practice has included cases involving sexual harassment, race discrimination, national origin discrimination, pregnancy discrimination, disability/handicap discrimination and restrictive covenant/non-compete litigation. The Firm has obtained defense verdicts in cases involving claims of sexual harassment, racial discrimination, whistleblower actions and hostile work environment claims. Our extensive litigation background has also led to frequent successful results in mediations, settlements, motions and appellate practice.

EDUCATION/PREVENTION: Staying informed of the constant changes in the field of employment law is something on which we pride ourselves at Chasan Lamparello Mallon & Cappuzzo. Our attorneys are active on both the Executive Committee of the Labor and Employment Section of the New Jersey State Bar Association and as Masters and Barristers at the Sidney Reitman Employment Law Inn of Court. Our philosophy is to emphasize the importance of training and education to all management clients. We have significant experience in drafting and revising employment policies, employee manuals, employee handbooks and anti-harassment policies and regularly provide training seminars to our client's supervisors and staff. Our skilled employment attorneys are also often called upon to perform internal investigations of employment matters for the Firm's diverse body of clients.

REPRESENTING EMPLOYEES: The Firm also represents numerous employees in matters ranging from the negotiation of severance packages to claims of racial discrimination and whistleblowing. The Firm has obtained successful results in cases arising under the New Jersey Law Against Discrimination in the areas of sexual harassment, hostile work environment and racial discrimination.



LITIGATION SERVICES

Supervised by attorneys designated by the New Jersey Supreme Court as Certified Civil and Certified Criminal Trial Attorneys, the litigation department at Chasan Lamparello Mallon & Cappuzzo is known for its efficiency, economy and its ardent representation of its personal, organizational, regulatory and municipal clients. With more than fifty years of trial and appellate experience before the federal and state courts as well as before regulatory and administrative agencies, our attorneys provide diversified representation in the following areas: corporate, business and commercial law; criminal defense; municipal and governmental law; insurance law and defense coverage; family law; labor and employment law; education law; estate and probate law; professional (medical, legal, architectural, engineering and accounting) malpractice; environmental law; tort and serious personal injury law and workers compensation law.

As attorneys with broad experience before trial and appellate courts, we appreciate the importance – from the outset of the representation – of understanding the client's problem, of counseling to avoid litigation if possible, and of considering economical alternatives to litigation such as arbitration and mediation. As attorneys who regularly try cases to decision, we recognize that successful representation requires strategic planning, attention to detail, efficiency and economy and the enduring commitment to achieve the best result possible for our client.

THOMAS R. KOBIN, PRINCIPAL

**Education**

Cornell University, BS 1990
Seton Hall University School of Law,
JD 1994

Admitted to Practice

New Jersey
New York
United States Court of Appeals for
the Third Circuit
United States District Court for the
District of New Jersey
United States District Court for the
Eastern District of New York
United States District Court for the
Southern District of New York

Memberships

Hudson County Bar Association
New Jersey State Bar Association
New Jersey School Boards Association

Professional Recognitions

Recognized by the *New Jersey Law Journal* in 2006 as one of the 40 most accomplished lawyers in the State of New Jersey under the age of 40

Published Opinions

American Marine Rail NJ, LLC v. City of Bayonne, et al., 289 F. Supp. 2d 569 (D.N.J. 2003)

Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012)

Thomas R. Kobin focuses his practice on complex civil litigation, as well as governmental, school, banking, labor and employment law, representing businesses, individuals, municipalities, counties, authorities and school boards in a variety of litigation and compliance matters involving collective bargaining, employee grievances, disciplinary hearings, tenure proceedings, student discipline, pupil records, public bidding, public contracts, construction law, election law, commercial law, family and medical leave, the Americans with Disabilities Act, civil rights law, discrimination claims, whistleblower claims, constitutional law and Open Public Meetings Act and public records issues. Tom heads the Firm's Labor Law Department. Tom's civil litigation practice includes employment actions, constitutional actions, construction claims, and insurance coverage actions.

Tom actively works with clients to prepare and implement policies prohibiting discrimination and harassment, and provides training under those policies. Tom presently serves as the attorney for Haven Savings Bank and the East Rutherford Board of Education. Tom also played an important role in the formation of the North Hudson Regional Fire and Rescue, the State's largest regionalized fire department and now a national model for shared services.

In July 2014, Tom was appointed as Corporation Counsel for the Township of North Bergen. In this role, Tom oversees the Township's departments and agencies in all legal related matters and provides information to town residents and hundreds of businesses within the Township on matters involving municipal legal issues.

Tom's significant accomplishments have been recognized by the New Jersey Law Journal, which in 2006, named him as one of the 40 most accomplished lawyers in the state under the age of 40.

Following his service as Law Clerk to the Honorable Edward M. Coleman, J.S.C., Somerset County, New Jersey for the 1994 to 1995 term, Tom became an associate with a New York City firm. He joined Chasan Lamparello Mallon & Cappuzzo in January 1997, becoming principal of the Firm on February 1, 2002.

CHASAN LAMPARELLO MALLON & CAPPUZZO, PC

ESTABLISHED 1957

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ROBERT A. KAYE ▲
CINDY NAN VOGELMAN
JOHN V. MALLON ♦★
STEVEN L. MENAKER ♦★
THOMAS R. KOBIN ▲
ROBERT A. CAPPUZZO ▲
JOHN L. SHAHDANIAN II ▲
JOSEPH A. LAGANA
JOHN P. BEIRNE
MICHAEL D. WITT
THOMAS A. MORRONE ★
NICOLE R. CASSATA
MITCHELL L. PASCUAL ▲
JAMES F. DRONZEK

PETER L. MACISAAC ▲★
MICHAEL A. D'ANTON, PH.D. ▼
JOSEPH A. GARCIA ▲
KENNETH A. PORRO
PHILIP W. LAMPARELLO ▲
JOHN M. TUNTEVSKI ▲
RICHARD W. FOGARTY ▲
MARIA P. VALLEJO ▲
RAYMOND J. SEIGLER
JOSEPH DeMARCO
REGINALD JENKINS, JR.
OF COUNSEL
HERBERT KLITZNER
WILLIAM F. RUPP
THOMAS B. HIGHT

EDNA J. JORDAN
KIRSTIN BOHN ▲
DANIEL R. LAGANA
NEIL B. FINK ▲

TEJAL FORRAR
MICHAEL S. FLEMING
MOLLIE H. LUSTIG
CHEYNE R. SCOTT
JOSEPH E. SANTANASTO ▲
RONALD P. BOTELHO ▲
THOMAS N. ZUPPA, JR. ▲
RYAN J. GAFFNEY ▲
ELLEN L. CAMBURN ♦
MARY KATE SERRATELLI ♦

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ASHLEY L. MATIAS ▲

COUNSEL

JOEL A. LEYNER ▲
ARTHUR N. D'ITALIA
THOMAS P. OLIVIERI
ROBERT M. CZECH

▲ NJ & NY BARS

♦ NJ & PA BARS

▼ NJ, NY & DC BARS

★ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CIVIL TRIAL ATTORNEY

♦ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CRIMINAL TRIAL ATTORNEY

CURRICULUM VITAE

THOMAS R. KOBIN

Office Address:

300 Lighting Way, Suite 200
Secaucus, New Jersey 07094
(201) 348-6000

Bar Admissions:

Supreme Court of New Jersey, 1994
United States District Court for the
District of New Jersey, 1994
Appellate Division of the
Supreme Court of the State of New York, 1995
United States District Court for the Eastern District of
New York, 1995
United States District Court for the Southern District of
New York, 1995
United States Court of Appeals for the Third Circuit, 2005

Employment and Offices:

Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Partner
January 1997 – Present

Represent school boards, municipalities, authorities, counties, banks and other private clients on various employment, labor, commercial and complex litigation matters. Attend school board and governing body meetings to insure compliance with the Open Public Meetings Act. Prepare resolutions and ordinances, and negotiate and prepare contracts. Conduct sensitivity and anti-discrimination training. Provide school boards and governing bodies with legal opinions relative to New Jersey Statutes, Titles 18A, 40, & 40A. Represent clients in a variety of litigation and compliance matters involving the following areas: collective bargaining, employee grievances,

employee disciplinary hearings, tenure proceedings, student discipline, pupil records, public contracts, public records, elections, construction, commercial law, family and medical leave, Americans with Disabilities Act, whistleblower claims, Law Against Discrimination, discrimination and harassment claims, and Constitutional law.

DeVos & Co.
New York, New York
Associate 1995-1996

Prepared corporate formation and reorganization documents, tax and estate planning, commercial real estate transactions, and commercial litigation.

Honorable Edward M. Coleman, P.J.Cr.
Law Clerk
1994-1995

Reviewed civil motions, criminal motions, and municipal appeals with the Court and prepared the Court's decisions. Mediated settlement discussions in Special Civil Part cases and drafted settlement agreements for litigants.

Education:

Seton Hall University School of Law
Newark, New Jersey
J.D. 1994

Cornell University
Ithaca, New York
B.S. 1990

**Governmental
Appointments:**

Township of North Bergen
Township Attorney – July 2014 to present

North Hudson Regional Fire and Rescue
General Counsel – June 2010 to June 2014
Assistant Counsel – January 1999 – June 2010

East Rutherford Board of Education
Board Counsel - 2004 to Present

Boonton Township Public Defender
1999 – 2014

**Published
Articles:**

Looking For Fees Under the Frivolous Litigation Statute, by Gary Potters and Thomas R. Kobin, New Jersey Law Journal (March 1, 1999)

The NCAA No Agent and No Draft Rules, Seton Hall Journal of Sport Law (1994)

Lectures:

Current Legislation: The "Super" County Superintendent and County School Boards, Hudson County School Boards Association (January 2007)

Legal Issues Update Relating to the School District Accountability Act and the Executive County Superintendent Law, Hudson County School Boards Association (January 2008)

Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012) & Collateral Estoppel, New Jersey State Bar Association (May 2013)

Aint Nobody's Business Records, State v. Saavedra, 222 N.J. 39 (2015), New Jersey State Bar Association (November 2015)

**Association and
Board Memberships:**

New Jersey State Bar Association
Member, 2008 to Present

Hudson County Bar Association
Member, 1997 to Present
Member, Hudson Headnotes 1999

American Inns of Court – Sidney Reitman Employment
Law Inn of Court
Barrister, 2008 to 2015

New Jersey State League of Municipalities
New Jersey Institute of Local Government
Member, 2000 to Present

New Jersey School Boards Association Membership
2001 to Present

Reported Decisions:

Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012).

American Marine Rail NJ, LLC v. Bayonne, et al., 289 F. Supp. 2d 569 (D.N.J. 2003)

**Professional
Recognitions:**

Recognized by the New Jersey Law Journal in 2006 as one of the 40 most accomplished lawyers in the State of New Jersey under the age of 40.

JOHN L. SHAHDANIAN II, PRINCIPAL



Education

Boston College, BA 1994
Seton Hall University School of Law,
JD 1997

Clerkship

Law clerk, Hon. Thomas P. Olivieri
and the Hon. Barbara A. Curran,
Superior Court of New Jersey,
Hudson County, Criminal Division,
Jersey City, New Jersey, 1997 - 1998

Admitted to Practice

New Jersey
New York
United States District Court for the
District of New Jersey
United States Court of Appeals for
the Third Circuit

Memberships

New Jersey State Bar Association,
Labor & Employment Section, Co-
Chair of CEPA Subcommittee and
Federal Practice & Procedure Sec-
tion
Association of the Federal Bar of the
State of New Jersey
Hudson County Bar Association
Young Lawyer's Division, Vice
President-2000; Secretary-1999
American Inns of Court - Hudson Inn,
Graduate
American Inns of Court - Sidney
Reitman Employment Law Inn of
Court, Student, 2000-2003; Barrister,
2003-2007; Master, 2008 - Present
Seton Hall University School of Law
Alumni Council

Chair of the Firm's Employment Law Department, John L. Shahdanian II is recognized as an expert on a variety of employment & labor law topics, including discrimination claims, sexual harassment claims, disability claims, whistleblowing, wage and hour, family leave, private-sector labor law, breach of contract and non-competition/restrictive covenant litigation. He has successfully represented both public-sector and private clients, including corporate officers and high-level government officials, before federal and state courts, state administrative tribunals and in arbitration. He also works with clients providing anti-discrimination/sensitivity training for supervisors and staff, drafting policies regarding discrimination and workplace practices and performing internal investigations.

In addition to his active employment practice, John also serves as Borough Attorney for the Borough of Northvale and Township Attorney for the Township of Teaneck. For both clients he is responsible for providing legal guidance to all municipal departments and agencies. He also assists and provides information to town residents and businesses within both municipalities on matters involving municipal legal issues. John is also Labor Counsel to the Boroughs of Bergenfield, Dumont and New Milford and serves as Special Counsel to Bergen County Clerk John Hogan, the Bergen County Utilities Authority, the Office of the Bergen County Prosecutor and the Bergen County Technical and Special Services School Districts.

In 2008, the New Jersey Law Journal recognized John as one of the state's 40 accomplished lawyers under the age of 40. In addition, as a result of his accomplishments, John has been selected, since 2009, by New Jersey Monthly Magazine as a Super Lawyer®, making him one of the top five percent of lawyers in the state. He previously was named (2006-2008) to the list of Rising Stars by the magazine in the area of Labor and Employment Law, an honor bestowed on outstanding young lawyers. John has also received the highest peer review rating from Martindale-Hubbell for ethical standards and legal ability. A Martindale-Hubbell AV rating is a significant accomplishment as it is the authoritative resource for information on the legal profession. His expertise and achievements in employment law matters also earned John an invitation to serve as a master of the Sidney Reitman Employment Law American Inn of Court, the first such training organization devoted exclusively to labor and employment law advocacy from the perspectives of management, plaintiffs, unions and governmental agencies.

John has also been named by Best Lawyers in America®, since 2013, in the practice areas of, Employment Law - Management, Labor Law - Management, and Litigation - Labor and Employment. The Best Lawyers in America® is the oldest peer review publication in the legal profession, covering 79 legal specialties and including attorneys in all 50 states. Lawyers are chosen for inclusion by other lawyers in their specialty and jurisdiction.

Most recently, John was selected to serve as one of only 42 Trustees of the New Jersey State Bar Association. John was sworn in to his term on February 10, 2017 and serves as the Trustee representing the NJSBA Labor and Employment Law Section. The NJSBA trustees assist the Association with carrying out its mission of service to our members and the public. NJSBA leaders are committed to enhancing the practice of law by serving as the voice of New Jersey attorneys,

JOHN L. SHAHDANIAN II, PRINCIPAL (CONTINUED)

encouraging participation in voluntary pro bono activities and providing education to attorneys and the public.

John's successes with employment matters include several significant New Jersey Supreme Court and Appellate Division decisions, including briefing the matter of *Gaines v. Bellino*, in which the New Jersey Supreme Court established an affirmative defense for employers with a policy prohibiting discrimination and providing training to supervisors. He successfully argued the New Jersey Tort Claims Act matter *Velez v. City of Jersey City*, where the New Jersey Supreme Court, for the first time, held that a plaintiff must provide a public entity with written notice of a claim, whether it is based on negligent or intentional conduct. He obtained certification from the Court in the matter of *Potente v. County of Hudson*, where the plaintiff alleged an illegal termination based on handicap discrimination. Most recently, John won the Appellate Division case of *Redvanly v. Automated Data Processing, Inc.*, which set a new standard regarding the use of after-acquired evidence.

Following his service as Law Clerk to the Honorable Thomas P. Olivieri, J.S.C., and the Honorable Barbara A. Curran, J.S.C., Hudson County, New Jersey for the 1997 to 1998 term, John joined Chasan Lamparello Mallon & Cappuzzo in 1998 becoming principal of the Firm in 2005.

In addition to his professional responsibilities, John is an active member of his hometown of Old Tappan, serving as a coach in baseball, football, hockey, basketball, and wrestling. He was also elected to the Old Tappan Board of Education in 2016 and, also currently serves on the Baseball and Softball Association Executive Board.

Published Articles

Casenote, Constitutional Law-First Amendment-Parody Contained On Training Cards Does Not Violate An Athletes Right Of Privacy-*Cardtoons L.C. v. Major League Baseball Players Association*, 95 F.3d 959 (10th Cir. 1996). 7 SETON HALL J. SPORT L.423 (SPRING 1997)

Dedication, (*Howard Cosell*)-*Telling It Like It Is*. 6 SETON HALL J. SPORT L. 1 (SPRING 1996)

Appellate Division

Redvanly v. Automated Data Processing, Inc., 407 N.J. Super. 395 (App. Div 2009).

Other Opinions

Linden v. Spagnola, 2002 WL 1625414 (2002)

Lectures/Speaking Engagements

Hudson Inn of Court

"How to handle employee complaints"-April 2005

Sidney Reitman Employment Law Inn of Court

"How to Handle a Restrictive Covenant Case"-October 2005

National Employment Lawyers Association (NELA)

"Everything You Wanted to Know About Plaintiff's Employment Law"

Topic: Handling a Sexual Harassment Case- April 8, 2006

New Jersey Institute For Continuing Legal Education (ICLE)

"CEPA Update 2007: The Basics and Things to Come"-June 26, 2007

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JAMES F. DRONZEK

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JOSEPH A. GARCIA ▲
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RICHARD W. FOGARTY ▲
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ASHLEY L. MATIAS ▲

COUNSEL
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THOMAS P. OLIVIERI
ROBERT M. CZECH

▲ NJ & NY BARS
♦ NJ & PA BARS
▼ NJ, NY & DC BARS
* CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CIVIL TRIAL ATTORNEY
+ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CRIMINAL TRIAL ATTORNEY

CURRICULUM VITAE

JOHN L. SHAHDANIAN II

Office Address: 300 Lighting Way
Secaucus, New Jersey 07094
(201) 348-6000

Bar Admissions: Supreme Court of New Jersey, 1997
United States District Court for the
District of New Jersey, 1997
Appellate Division of the Supreme Court of the State of
New York, 2000
United States Court of Appeals for the Third Circuit, 2000
United States District Court for the Southern District of New
York, 2013

**Employment
and Offices:** Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Partner 2005 - Present
Associate 1998 – 2004

Chair of employment practice group. Practice focusing on employment, labor, civil rights, governmental and municipal law. Extensive trial, motion and alternative dispute resolution experience in both state and federal courts and administrative tribunals. Provide daily employment counseling to management, governmental and insurance clients on various issues including compliance with: Title VII, ADA, FMLA, New Jersey Law Against Discrimination, Conscientious Employee Protection Act and 42 U.S.C. § 1983. Draft employment handbooks and policies, provide training and perform employment related investigations.

Superior Court of New Jersey, Hudson County
Criminal Division, Jersey City, New Jersey

Law Clerk to The Honorable Thomas P. Olivieri and The
Honorable Barbara A. Curran
September 1997-August 1998

Researched and assisted in preparation of opinions,
jury charges and legal memoranda. Administered daily
calendar, including trial motions, sentencing, violations
of probation, municipal appeals, gun permits and
expungements. Certified as official Small Claims
Mediator.

Education:

Boston College
Chestnut Hill, Massachusetts
B.A., Political Science 1994
Dean's List

Seton Hall University School of Law
Newark, New Jersey
J.D. 1997
Dean's List, Seton Hall Journal of Sport Law, Seton Hall
Moot Court Board

Lectures:

Litigation Strategies in Employment Cases – An
Update on Discovery, Damages and Expert Issues
New Jersey Institute for Continuing Legal Education
(November 2008)

Handling a Sexual Harassment Case, The National
Employment Lawyer's Association of New Jersey, Annual
Conference (April 2006)

**Published
Articles:**

Casenote, *Constitutional Law-First Amendment-Parody
Contained On Training Cards Does Not Violate An
Athletes Right Of Privacy-Cardtoons* L.C. v. Major
League Baseball Players Association, 95 F.3d 959 (10th
Cir. 1996). 7 SETON HALL J. SPORT L.423 (SPRING
1997)

Dedication, (*Howard Cosell*)-*Telling It Like It Is*. 6
SETON HALL J. SPORT L. 1 (SPRING 1996)

**Association and
Bar Memberships:**

New Jersey State Bar Association
Member, 1997-Present
Labor & Employment Law Section Executive Committee
(2007-Present)
Coordinator Public Employment Litigation (2009-2014)
Co-Chair CEPA Subcommittee (2007-2009)
Federal Practice Section

Hudson County Bar Association, 1997-Present
Member, Young Lawyer's Division (Vice President-2000;
Secretary-1999)

American Inns of Court - Hudson Inn
Student, 1997-2000

American Inns of Court – Sidney Reitman Employment
Law Inn of Court
Student, 2000-2003; Barrister, 2003-2007;
Master 2008-Present

Published Opinions:

Gaines v. Bellino, 173 N.J. 301 (2002)

Velez v. City of Jersey City, 358 N.J. Super 224 (App. Div.
2003), cert. granted, 177 N.J. 224 (2003), aff'd on other
grounds, 180 N.J. 284 (2004).

Potente v. County of Hudson, 185 N.J. 297 (2005)

Redvanly v. Automated Data Processing, Inc., 407 N.J.
Super. 395 (App. Div. 2009)

Other Cited Opinions:

Linden v. Spagnola, 2002 WL 1625414 (D.N.J.)

**Published
Articles:**

Looking For Fees Under the Frivolous Litigation Statute, by
Gary Potters and Thomas R. Kobin, New Jersey Law Journal
(March 1, 1999)

The NCAA No Agent and No Draft Rules, Seton Hall Journal
of Sport Law (1994)

Lectures:

Current Legislation: The "Super" County Superintendent and
County School Boards, Hudson County School Boards
Association (January 2007)

Legal Issues Update Relating to the School District Accountability Act and the Executive County Superintendent Law, Hudson County School Boards Association (January 2008)

Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012) & Collateral Estoppel, New Jersey State Bar Association (May 2013)

Aint Nobody's Business Records, State v. Saavedra, 222 N.J. 39 (2015), New Jersey State Bar Association (November 2015)

**Association and
Board Memberships:**

New Jersey State Bar Association
Member, 2008 to Present

Hudson County Bar Association
Member, 1997 to Present
Member, Hudson Headnotes 1999

American Inns of Court – Sidney Reitman Employment
Law Inn of Court
Barrister, 2008 to 2015

New Jersey State League of Municipalities
New Jersey Institute of Local Government
Member, 2000 to Present

New Jersey School Boards Association Membership
2001 to Present

Reported Decisions:

Winters v. North Hudson Regional Fire and Rescue, 212 N.J. 67 (2012).

American Marine Rail NJ, LLC v. Bayonne, et al., 289 F. Supp. 2d 569 (D.N.J. 2003)

**Professional
Recognitions:**

Recognized by the New Jersey Law Journal in 2006 as one of the 40 most accomplished lawyers in the State of New Jersey under the age of 40.

JOSEPH A. GARCIA, PRINCIPAL



Education

College of the Holy Cross, BA 2000
Columbia University School of Law, JD 2003

Admitted to Practice

New Jersey
New York

Memberships

New Jersey State Bar Association
Hudson County Bar Association
Hudson Inn of Court, Associate
American Bar Association

Joseph A. Garcia practices in all areas of civil litigation, with a special focus on governmental, labor and employment, land use and election law. He represents individuals, municipalities, counties, authorities, and boards in a variety of litigation and compliance matters, and joined Chasan Lamparello Mallon & Cappuzzo, PC in 2009. Joseph was named a "New Jersey Super Lawyer Rising Star" by Law & Politics, published by New Jersey Monthly Magazine in 2015 and 2017.

Joseph's experience in representing the firm's government entity clients includes redevelopment issues, personnel issues, government contracting, third-party liability claims under the New Jersey Tort Claims Act, regulatory enforcement litigation, and administrative law matters. He has also represented many of the firm's clients in labor and employment matters involving topics such as collective bargaining, sexual harassment, racial discrimination, political discrimination, disability claims, whistle blowing, family-leave issues and non-competition/restrictive covenants.

Joseph currently serves as General Counsel to the Northwest Bergen County Utilities Authority, the Jersey City Housing Authority and the Hoboken South Waterfront Operating and Maintenance Corporation. He serves as Assistant General Counsel to the North Hudson Regional Fire and Rescue Department. He is also Special Counsel to numerous public entities, and Special Election Counsel to several municipalities and Clerks' offices. Joseph has significant experience representing both public and private clients on zoning matters.

Prior to joining the firm, Joseph worked as an associate for an AmLaw top 50 firm based in Manhattan. His practice there focused on general commercial litigation with a special emphasis on labor and employment law, real estate and land issues, and government and regulatory matters. While working in Manhattan, Joseph drafted and negotiated collective bargaining agreements; represented a professional sports league in collective bargaining negotiations and various professional sports leagues and teams in arbitration disputes; and guided clients through government investigations and regulatory reviews conducted by the United States Department of Justice, the Securities and Exchange Commission, the Federal Trade Commission, the Commission on Foreign Investment in the United States, and the attorney general offices in several states.

Joseph earned his juris doctorate degree in 2003 from the Columbia University School of Law, where his academic achievement earned him distinction as a Harlan Fiske Stone Scholar. In addition to his active practice, Joseph served as a Councilman, and as a member of the Planning Board, in the Borough of Paramus for several years.

CHASAN LAMPARELLO MALLON & CAPPUZZO, PC

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RICHARD W. FOGARTY ▲
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THOMAS N. ZUPPA, JR. ▲
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ELLEN L. CAMBURN ♦
MARY KATE SERRATELLI ♦

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THOMAS P. OLIVIERI
ROBERT M. CZECH

▲ NJ & NY BARS

♦ NJ & PA BARS

▼ NJ, NY & DC BARS

★ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CIVIL TRIAL ATTORNEY

♦ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CRIMINAL TRIAL ATTORNEY

CURRICULUM VITAE

JOSEPH A. GARCIA

Office Address: 300 Lighting Way, Suite 200
Secaucus, New Jersey 07094
(201) 348-6000
jgarcia@chasanlaw.com

Bar Admissions: New Jersey, 2003
New York, 2003

Employment and Offices: Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Partner, September 2009 – Present

Concentration on civil litigation, with a special focus on labor and employment, education, election, and land use law. Represent public and private clients on issues such as: redevelopment, zoning, HUD compliance, personnel issues, government contracting, regulatory enforcement litigation, administrative law, collective bargaining, tenure proceedings, student discipline, pupil records, elections, family and medical leave, the Americans with Disabilities Act, , discrimination and harassment, and Constitutional law.

Gibson Dunn & Crutcher
New York, New York
Associate, January 2007 – August 2009

Practice focused on a wide range of general commercial litigation with a special focus on real estate and land use issues, corporate control disputes, government investigations and antitrust matters.

Skadden, Arps, Slate, Meagher & Flom
New York, New York
Associate, September 2003 – January 2007

Practice focused on sports and labor law and antitrust and trade regulation matters. Drafted sections of the National Hockey League's (NHL) collective bargaining agreement; participated in negotiations to end the NHL's work stoppage and agree to terms of a new CBA which included the league's first salary cap; drafted arbitration opinions on labor and employment issues for the NHL, the National Basketball Association (NBA), and various professional sports teams; guided clients through pre-merger regulatory reviews conducted by the United States Department of Justice and the Federal Trade Commission; and prepared briefs and motions in civil antitrust litigation matters.

Education:

Columbia University Law School
New York, New York
J.D. 2003

College of the Holy Cross
Worcester, MA
B.A. Political Science, 2000

**Affiliations
and Memberships:**

Hudson County Bar Association
Member, 2009 to Present

Hudson County Inn of Court
2009 to Present

RAYMOND J. SEIGLER, PRINCIPAL



Education

Florida Southern College, BS 2000
Political Science and Criminology
Seton Hall University School of Law,
JD 2006

Clerkship

Law clerk, Hon. Alvaro L. Iglesias,
J.S.C., Law Division, Superior Court
of New Jersey, 2007 - 2008

Admitted to Practice

New Jersey
United States District Court for the
District of New Jersey

Memberships

New Jersey State Bar Association
American Bar Association, Young
Lawyers Division
Hudson County Bar Association
Sidney Reitman Employment Law Inn
of Court, Associate

Raymond J. Seigler concentrates his practice in the areas of labor and employment law representing management, individual defendants and plaintiff employees in both the private and public sector. His practice involves consulting on, and litigation of, issues of discrimination, sexual harassment and unlawful retaliation, as well as disputes involving non-competition agreements, wage and hour issues, breach of contract and whistleblowing.

Raymond also has extensive experience representing employees, executives and businesses in the negotiation of employment contracts and severance agreements. He also provides advice concerning company policies and procedures, training of employees and he performs internal corporate investigations.

Raymond presently sits on the Executive Committee of the New Jersey State Bar Association Labor and Employment Section. He is a current member of the NJSBA, the Hudson County Bar Association, the NJSBA Equity Jurisprudence Committee, and the Sidney Reitman Labor and Employment Law Inn of Court. He also serves as an arbitrator for the New Jersey State Bar Association Fee Arbitration Committee.

New Jersey Monthly Magazine has named Raymond to its list of Rising Stars® in the category of Employment Law for four consecutive years (2014-2017). Rising Stars are nominated by the magazine's Super Lawyers®, the top five percent of attorneys in the state.

Prior to joining the firm, Raymond served as law clerk to Hon. Alvaro L. Iglesias, Superior Court, Law Division, Hudson County Vicinage.

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STEVEN L. MENAKER ★★
THOMAS R. KOBIN ▲
ROBERT A. CAPPUZZO ▲
JOHN L. SHAHDANIAN II ▲
JOSEPH A. LAGANA
JOHN P. BEIRNE
MICHAEL D. WITT
THOMAS A. MORRONE ★
NICOLE R. CASSATA
MITCHELL L. PASCUAL ▲
JAMES F. DRONZEK

PETER L. MACISAAC ▲★
MICHAEL A. D'ANTON, PH.D. ▼
JOSEPH A. GARCIA ▲
KENNETH A. PORRO
PHILIP W. LAMPARELLO ▲
JOHN M. TUNTEVSKI ▲
RICHARD W. FOGARTY ▲
MARIA P. VALLEJO ▲
RAYMOND J. SEIGLER
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NEIL B. FINK ▲

TEJAL FORRAR
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CHEYNE R. SCOTT
JOSEPH E. SANTANASTO ▲
RONALD P. BOTELHO ▲
THOMAS N. ZUPPA, JR. ▲
RYAN J. GAFFNEY ▲
ELLEN L. CAMBURN ♦
MARY KATE SERRATELLI ♦

QING H. GUO ▲
KELLY A. WEBER
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* CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CIVIL TRIAL ATTORNEY

+ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CRIMINAL TRIAL ATTORNEY

CURRICULUM VITAE

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Bar Admissions: New Jersey, 2007
United States District Court for the
District of New Jersey, 2007

Employment and Offices: Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Partner, July 2018 – Present
Of Counsel, December 2016 – 2018
Associate, September 2008 – 2016

Concentration in civil litigation, focusing on governmental, open public records act, civil rights, and labor and employment law.

Honorable Alvaro L. Iglesias, J.S.C.
New Jersey Superior Court – Hudson Vicinage
Jersey City, New Jersey
Law Clerk, Civil Part
July 2007 – August 2008

Drafted legal opinions and bench memoranda; performed legal research and analysis; mediated small claims and special civil cases.

Education:

Seton Hall University Law School
Newark, NJ
J.D. 2006

Florida Southern College
Lakeland, FL
B.S. Political Science, 2000
B.S. Criminology, 2000

**Affiliations
and Memberships:**

New Jersey State Bar Association
Labor & Employment Law Section Executive Committee
Member, 2015 to Present

NJ District Fee Arbitration Committee (Hudson District)
Member, 2014 to Present

NJ State Bar Assn, Equity Jurisprudence Committee
Member, 2013 to Present

New Jersey State Bar Association
Member, 2013 to Present

Hudson County Bar Association
Member, 2007 to Present

American Bar Association, Young Lawyers Division
Member, 2007 to Present

Sidney Reitman Employment Law American Inn of Court
Associate, 2010 to Present

American Inns of Court – Hudson County Inn
Associate, 2007 to 2009

JOSEPH DEMARCO, PRINCIPAL



Education

Boston College, 1989 BA
Fordham Law School, 1994 JD

Admitted to Practice

New Jersey

Joseph DeMarco focuses his practice on land use issues, representing municipal governments as redevelopment counsel and private clients in negotiations with public entities.

Prior to rejoining the Firm, Joseph spent four years serving as the Business Administrator of the City of Bayonne and three years as Business Administrator and Assistant Town Attorney of West New York. In these positions, Joseph was responsible for the day to day operations of the cities, including negotiating and drafting redevelopment and financial agreements, supervising updates to master plans, directing zoning and planning departments, and developing long term redevelopment strategies. This valuable experience has given him a unique understanding of the field of land use, redevelopment and zoning.

Additionally, Joseph served as a Dispute Resolution Professional for Forthright Solutions, resolving PIP claims filed on behalf of medical providers and individuals. He practiced insurance coverage and defense litigation with the Firm as an associate from 1994 to 2001.

Joseph is a graduate of Boston College and Fordham Law School.

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CURRICULUM VITAE

JOSEPH DEMARCO

Office Address: 300 Lighting Way
Secaucus, New Jersey 07094
(201) 348-6000
jdemarco@chasanlaw.com

Bar Admissions: New Jersey, 1994

Employment and Offices: Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Partner, September 2018 – Present

- Zoning, Land Use, and Redevelopment
- Governmental Law
- Civil Litigation

City of Bayonne
Bayonne, New Jersey
Business Administrator, 2014 – 2018

- Negotiation and drafting of redevelopment and financial agreements
- Supervising update of city's master plan
- Direction of the zoning and planning departments
- Develop long term redevelopment strategy for the city

Town of West New York

West New York, New Jersey

Business Administrator/Assistant Town Attorney, 2011 – 2014

- Drafting of contracts, RFPs and legal opinions
- Management of employee health benefits program
- Supervision of Insurance Fund commission for claims against the Town
- Design and construction of public parks and projects

Forthright Solutions

Somerset, New Jersey

Dispute Resolution Professional, 2007 – 2018

- Resolved PIP claims
- Conduct hearings between parties
- Decide discovery motions
- Render formal legal opinions
- Participate in Appeal panels

Marciano & Topazio

Elizabeth, New Jersey

Attorney, 2001 – 2007

- Personal Injury Litigation
- Workers' Compensation Law

Chasan Leyner, PC

Secaucus, New Jersey

Attorney, 1994 – 2001

- Personal Injury Litigation
- Workers' Compensation Law

Education:

Fordham Law School

New York, New York

J.D. 1994

Boston College

Chestnut Hill, Massachusetts

B.A. History 1989

MOLLIE F. HARTMAN LUSTIG, ASSOCIATE



Mollie F. Hartman Lustig practices civil law with a focus on employment, governmental and family law. She focuses on employment matters for governmental entities, employers and employees, including, but not limited to, sexual harassment, discrimination, whistle blowing, civil rights and family leave matters. She represents family clients in separation and divorce matters, custody issues, child support/alimony, paternity and adoption matters, etc.

Before joining CLMC, Mollie was an associate with a NJ firm handling civil litigation matters focusing on labor and employment matters for municipal entities throughout New Jersey. Prior to her employment related work, Mollie was a solo practitioner in Warren, New Jersey focusing on a wide variety of family law matters. She clerked for the Honorable Claude M. Coleman, J.S.C. and the Honorable Craig R. Harris, J.S.C., Essex County Superior Court. During her clerkship, she served as a Court Certified Mediator on child custody and parenting cases.

Mollie is a graduate of the University of Rochester and obtained a Juris Doctorate from Suffolk University School of Law in 2010. While in law school, Mollie served as a Rule 3:03 Certified Student Attorney for the Suffolk University Legal Services and completed a concentration in Civil Litigation.

Education

University of Rochester, 2005 BA
Suffolk University School of Law,
2010 JD

Clerkship

Law clerk, Honorable Claude M.
Coleman, J.S.C. and the Honorable
Craig R. Harris, J.S.C., Essex County
Superior Court

Admitted to Practice

New Jersey
Massachusetts

Membership

Essex County Bar Association
New Jersey State Bar Association

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† CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CRIMINAL TRIAL ATTORNEY

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MOLLIE F. HARTMAN LUSTIG

Office Address:

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mhartman@chasanlaw.com

Bar Admissions:

New Jersey
United States District Court for the District of
New Jersey
Massachusetts

Employment and Offices:

Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Associate, February 2015 – Present

Practice in all areas of civil litigation, governmental, labor and employment law. Responsible for representing individuals, municipalities, counties, authorities, and school boards in various litigation and compliance matters arising of New Jersey Tort Claims Act (Title 59). Responsible for representing municipal Construction Departments in various Uniform Construction Code matters.

Eric M. Bernstein & Associates, LLC
Warren, New Jersey
Associate, August 2013-February 2015

Responsible for all aspects of labor and employment, governmental, land use, civil rights and first amendment litigation including but not limited to written discovery, conducting depositions and examinations under oath, drafting and arguing motions and drafting appellate submissions.

Law Office of Mollie F. Hartman
Warren, New Jersey
Owner, September 2012- August 2013

Successful representation of private clients on general legal matters, with a large portion of the practice devoted to family law matters.

New Jersey Judiciary- Essex County Family Part
Honorable Claude M. Coleman, J.S.C., *recall*
Honorable Craig Randall Harris, J.S.C., *recall*
Law Clerk, Certified Mediator, September 2011-
September 2012

Responsible for mediation of child custody and parenting-time cases. Consulted with judge on legal questions, drafted opinions and orders. Summarized and prepared case files in advance of hearings. Drafted advisory legal memoranda for contested motions.

Education:

Suffolk University Law School
Boston, Massachusetts
J.D. 2010

University of Rochester
Rochester, New York
B.A. Political Science and Women's Studies
May, 2005
New York, New York
B.A. Political Science – Urban affairs and Planning
June, 1999 (cum laude)

**Affiliations
and Memberships:**

Essex County Bar Association
Member, 2011 to Present
New Jersey State Bar Association
Member, 2011 to Present
Hudson County Bar Association
Member, 2014 to Present

JOSEPH E. SANTANASTO, ASSOCIATE



Joseph practices in the areas of civil litigation and employment law, with a concentration in sexual harassment, racial discrimination, disability claims, whistleblowing, family leave, private-sector labor law, employment contracts and non-competition/restrictive covenant litigation.

Before joining the Firm, Joseph was a law clerk to the Hon. Patrick J. Arre, J.S.C. Superior Court of New Jersey, Hudson Vicinage, Law Division, Civil Part. Joseph obtained a Juris Doctor magna cum laude from Seton Hall University School of Law. He obtained a Bachelor of Science from Fordham University.

Joseph was a member of the Seton Hall Law Review and interned for the Seton Hall Law Center for Social Justice: Civil Litigation Clinic. He served as an intern for the Hon. Edward O'Connor, Jr., J.S.C. in Hudson County (now retired) while in law school. He also interned with the New York Attorney General's Office in the Investor Protection Bureau.

Joseph is a member of the Hudson County Bar Association, the American Bar Association and the Hudson Inn of Court.

Education

Seton Hall University School of Law,
2012 JD, magna cum laude
Fordham University, 2009 BS, cum
laude

Admitted to Practice

New Jersey
New York

Membership

Hudson County Bar Association
Hudson Inn of Court
American Bar Association

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▲ NJ & NY BARS

♦ NJ & PA BARS

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* CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CIVIL TRIAL ATTORNEY

+ CERTIFIED BY THE NEW JERSEY SUPREME COURT AS A CRIMINAL TRIAL ATTORNEY

CURRICULUM VITAE

JOSEPH E. SANTANASTO

Office Address: 300 Lighting Way
Secaucus, New Jersey 07094
(201) 348-6000
jsantanasto@chasanlaw.com

Bar Admissions: New Jersey, 2012
New York, 2013
United States District Court for the
District of New Jersey, 2013
United States District Court for the
Southern District of New York, 2014

Employment and Offices: Chasan Lamparello Mallon & Cappuzzo, PC
Secaucus, New Jersey
Associate, September 2013 – Present

Concentration in civil litigation, focusing on governmental, open public records act, civil rights, and labor and employment law.

Honorable Patrick J. Arre, J.S.C.
New Jersey Superior Court – Hudson Vicinage
Jersey City, New Jersey
Law Clerk, Civil Part
August 2012 – August 2013

Drafted legal opinions and bench memoranda; performed legal research and analysis; mediated small claims and special civil cases.

Education:

Seton Hall University Law School
Newark, NJ
J.D., Magna Cum Laude, 2012

Fordham University
Bronx, NY
B.S., Cum Laude, Business Administration, 2009

**Affiliations
and Memberships:**

New Jersey State Bar Association
Member, 2013 to Present

Hudson County Bar Association
Member, 2012 to Present

American Bar Association
Member, 2012 to Present

Hudson Inn of Court
Associate, 2013 to Present